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Human resources management

Composition of the Secretariat

Report of the Secretary-General

Summary

The Secretary-General reports annually on the composition of the United Nations Secretariat, in accordance with requests made by the General Assembly in its resolutions on human resources management. The annual report provides an overview of the staff of the Secretariat by nationality, gender, grade and contractual status. In addition to traditional data series, the report presents information on a change in the desirable ranges of Member States. It also sets out the measures taken to ensure the equitable representation of Member States at the senior and policy-making levels of the Secretariat. Updated information is provided in relation to human resources demographics, analysing the main characteristics of the staff of the Secretariat.

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[*] A/53/150.

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Abbreviations

CICP	Centre for International Crime Prevention
DM	Department of Management
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special Missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HC/CHR	Office of United Nations High Commissioner/Centre for Human Rights
ICJ	Registry of the International Court of Justice
ICSC	Secretariat of the International Civil Service Commission
ICTR	International Criminal Tribunal for Rwanda
ICTFY	International Criminal Tribunal for Yugoslavia
INTORG	Inter-organization bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre UNCTAD/GATT
OCHA	Office of the Coordinator of Humanitarian Affairs
OIOS	Office for Internal Oversight Services
OLA	Office of Legal Affairs
OSG	Office of the Secretary-General
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission
UNCHS	United Nations Centre for Human Settlements

UNCTAD	United Nations Conference on Trade and Development
UNDCP	United Nations International Drug Control Programme
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention of Climate Change
UNFIP	United Nations for International Partnership Trust Fund
UNFPA	United Nations Population Fund
UNFSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOIP	United Nations Office of the Iraq Programme
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNV	United Nations Volunteers programme
WTO	World Trade Organization

I. Introduction

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with requests made by the General Assembly in its resolutions concerning human resources management. The most recent of these resolutions are 45/239 A of 21 December 1990, 47/226 of 8 April 1993, 49/222 A of 23 December 1994, 51/226 of 3 April 1997 and 52/219 of 22 December 1997. The report provides an overview of the staff of the Secretariat by nationality, gender, grade and contractual status.

2. Section II of the report constitutes the traditional report on the composition of the Secretariat, continuing data series on which reporting has taken place over many years; it focuses in particular on staff in posts subject to geographical distribution. These data series facilitate the assessment of trends over time. Two new tables have been introduced for 1998: table II.E of annex I, which sets out the distribution of all staff in the Professional and higher categories by the department or office in which they serve and by grade and gender, and table 12 of annex I, which shows the nationality and grade of staff members at senior levels in posts subject to geographical distribution.

3. The attention of Member States is drawn to a companion report, the list of staff of the United Nations Secretariat (ST/ADM/R.51), which shows the composition of the Secretariat by organizational entity, functional title, grade and nationality.

4. Section III of the report contains an analysis of the current situation with regard to the system of desirable ranges. Further to the methodology set out by the Assembly in its resolution 42/220 A of 21 December 1987, at the beginning of the current biennium a significant change in the desirable ranges has occurred and is reflected in the tables in the report.

5. Section IV of the report responds to the request of the General Assembly, in paragraph 3 of section III.B of its resolution 51/226 of 3 April 1997, that the Secretary-General take every available measure to ensure, at the senior and policy-making levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly.

6. Section V of the report updates the new information introduced in 1997 in relation to human resources planning, which analyses the main characteristics of the staff of the Secretariat, as well as trends and changes over time in that population.

7. Data in the report is as of 30 June 1998, and refers to organizational entities in existence as of that date. Further information concerning gender issues is contained in the report of the Secretary-General on the improvement of the status of women in the Secretariat (A/53/376).

II. Composition of the Secretariat

A. Staff of the United Nations

8. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

9. A number of subsidiary programmes, funds and organs of the United Nations enjoy special status granted by the General Assembly for the appointment of their staff: United Nations Children's Fund (UNICEF); United Nations Development Programme (UNDP); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); Secretariat of the International Civil Service Commission (ICSC); Registry of the International Court of Justice (ICJ); International Trade Centre (ITC); and the secretariat of the United Nations Framework Convention on Climate Change (UNFCCC).

10. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

11. These principles apply to all the staff of the United Nations, including the staff of the secretariats of the above subsidiary programmes, funds and organs with special status in matters of appointment.

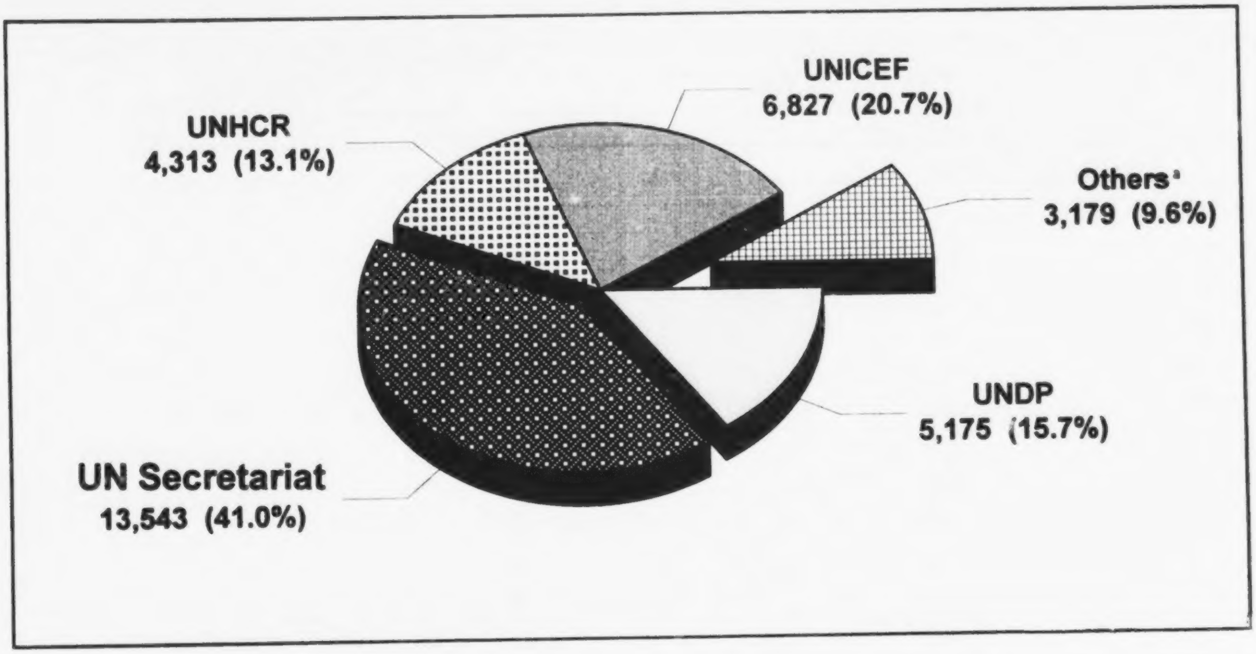
12. As of 30 June 1998, the total number of staff of the United Nations who hold appointments of one year or more was 33,037, or 450 (1.3 per cent) less than a year earlier. Of the total, 13,543 staff were assigned to the Secretariat and 19,494 staff to other entities of the United Nations (see figure 1). With regard to sources of funding for the 13,543 staff of the Secretariat, the 1998 regular budget contains 8,792 authorized posts. As of 30 June 1998, 7,803 staff from the Secretariat and 338 staff from other entities encumber these posts (for further details about the composition of the staff by category and source of funds, see table A).

B. Staff recruited under the system of desirable ranges

13. Within the overall total of 33,037 staff who hold appointments of one year or more, a more limited group of staff of the Secretariat is recruited under the system of desirable ranges. The number of posts subject to geographical distribution, which is used to determine the desirable range for each Member State, is treated in section III of the present report. The staff concerned have been referred to as "staff subject to geographical distribution"; they number 2,400. They are appointed by the Secretary-General for a period of at least one year to posts in the Professional and higher categories funded under the regular budget. Several categories of staff are not included in the total for staff recruited under the system of desirable ranges: staff serving in the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff serving in peacekeeping posts, posts specifically funded for mission service or posts financed under the peacekeeping support account; staff in posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (Trades and Crafts, Security and Safety Service, Public Information Assistants etc.) who are locally recruited; staff in posts for service limited to the United Nations Environment Programme (UNEP), the United Nations Centre for Human Settlements (UNCHS) or the United Nations International Drug Control Programme (UNDCP); staff on posts financed on an inter-agency basis; staff on posts of technical cooperation projects; and national officers on posts at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

Figure 1

Staff of the Secretariat and other entities of the United Nations



Total: 33,037 [b]

[a] Comprising ICJ, ICSC, ITC, UNFPA, UNITAR, UNOPS, UNRWA, UNU.

[b] Excluding 32 staff of the secretariat of UNFCCC, including 11 JIU inspectors.

Table A
Staff of the United Nations Secretariat and other entities, by category and source of funds, as of 30 June 1998

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and above*	*Project personnel*	*General Service and others*	*Total*	*Professional and above*	*Project personnel*	*General Service and others*	*Total*	*Grand total*
United Nations Secretariat	2 921	65	4 817	7 803	1 243	669	3 828	5 740[a]	13 543
UNDP	—	—	—	—	733[b]	390[c]	4 052[d]	5 175	5 175
UNFPA	—	—	—	—	172	76	643	891	891
UNHCR	46	40	129	215	468	630	3 000	4 098	4 313
UNICEF	—	—	—	—	2 212[d]	505	4 110	6 827	6 827
UNITAR	—	—	—	—	8	3	5	16	16
UNOPS	—	—	—	—	108	408	1 262	1 778	1 778
UNRWA[e]	82	—	10	92	33	—	4	37	129
ITC[f]	—	—	—	—	58	29	102	189	189
ICSC	—	—	—	—	15	—	24	39	39
ICJ	10	—	21	31	—	—	—	—	31
UNU	—	—	—	—	14	19	73	106	106
Total	**3 059**	**105**	**4 977**	**8 141**	**5 064**	**2 729**	**17 103**	**24 896**	**33 037**[g] [h]

[a] Including 19 Professional and 117 General Service staff against revenue producing accounts.

[b] Including staff charged to UNDP core budget.

[c] Including JPOs, funds managed by UNDP and UNDP supplementary funds.

[d] Including National Officers and Field Service Officers.

[e] Excluding 20,789 Area staff.

[f] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by WTO.

[g] Excluding 32 staff of the secretariat of UNFCCC.

[h] Including 11 JIU inspectors.

14. Table 1 of annex I shows the 4,252 staff in the Professional and higher categories with appointments for one year or more, broken down by nine categories of appointment status and by region. Table 2 of annex I further subdivides the category of staff subject to geographical distribution, by office and region. Table 3.A of annex I subdivides the same category of staff by region, grade and gender. Table 3.B of annex I presents the same subdivision for the 860 staff with special language requirements. Table 3.C of annex I summarizes the overall situation for the two populations combined.

C. Representation of Member States

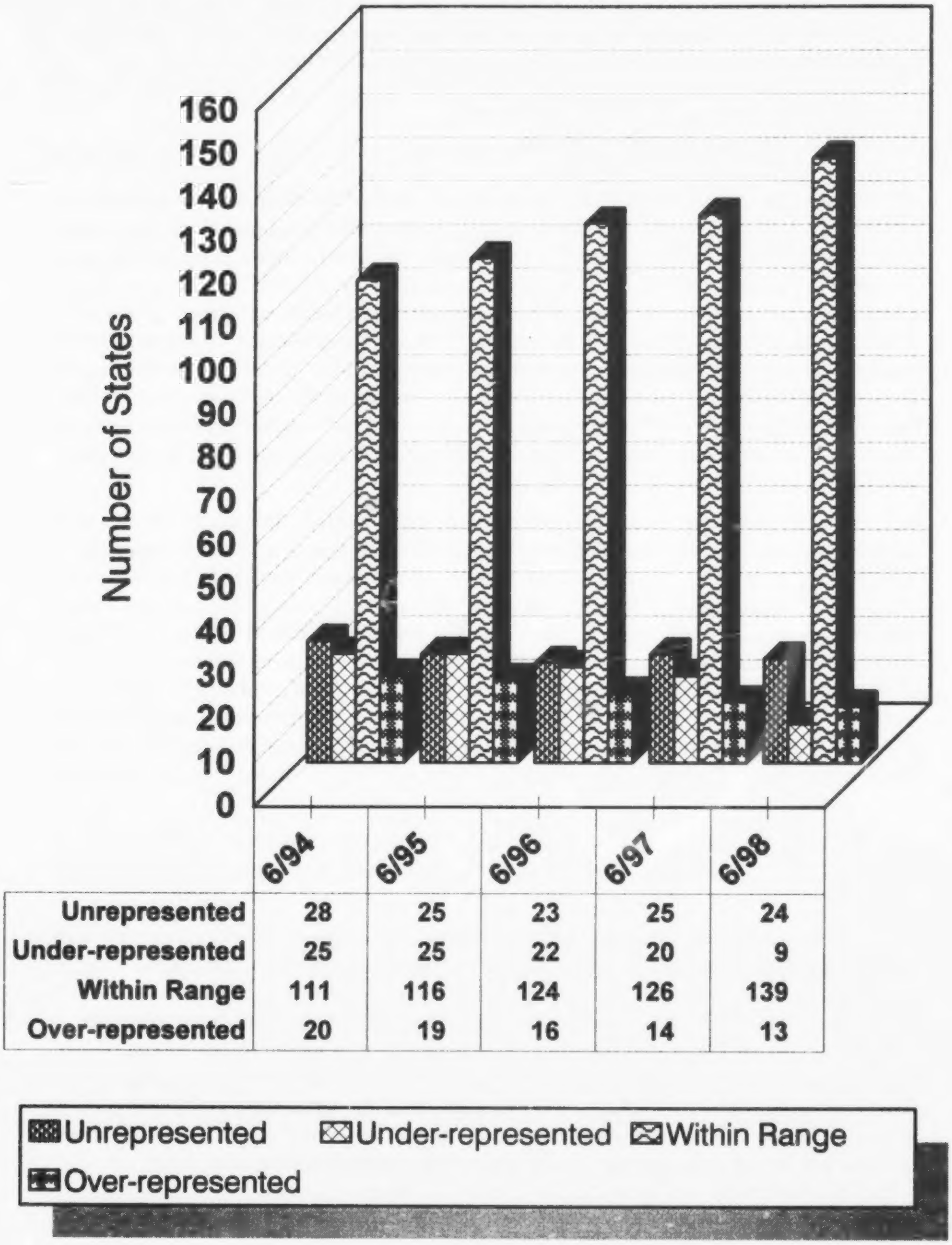
15. The representation of Member States in the staff of the Secretariat is assessed in conformity with the system of desirable ranges, as described in section III of the present report. As a result of the comparison of the number of their nationals in posts subject to geographical distribution with the specific desirable range established for a Member State, a Member State is grouped into one of four categories: unrepresented, under-represented, within range and overrepresented. A Member State is "unrepresented" when none of its nationals occupy a post subject to geographical representation; "under-represented" when the number of nationals in such posts is below the lower limit of the desirable range; "within range" when the number of nationals in such posts is within the upper and lower limits of the desirable range; and "overrepresented" when the number of nationals in such posts exceeds the upper limit of the desirable range.

16. As of 30 June 1998, 24 Member States were unrepresented, compared with 25 a year earlier: Andorra, Azerbaijan, Bahrain, Bosnia and Herzegovina, Brunei Darussalam, Kazakhstan, Kuwait, Kyrgyzstan, Lao People's Democratic Republic, Liechtenstein, Maldives, Marshall Islands, Federated States of Micronesia, Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, Turkmenistan, Uzbekistan, Vanuatu. Nine Member States were under-represented, compared with 20 in June 1997: Denmark, Germany, Indonesia, Italy, Japan, Norway, Saudi Arabia, Slovenia, United Arab Emirates. Thirteen countries were overrepresented, compared with 14 in 1997: Cameroon, Chile, Ethiopia, India, Lebanon, Nigeria, Pakistan, Peru, Philippines, Russian Federation, Thailand, Trinidad and Tobago, Ukraine. All other Member States are within range.

17. Figure 2 and table B illustrate the evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period 1994 to 1998.

18. Table 4 of annex I presents for each Member State, by grade and gender, all staff subject to geographical distribution, compared with the mid-point of the desirable range and the range itself. Table 5.A of annex I presents for each Member State, as of 30 June 1997 and 30 June 1998, for staff subject to geographical distribution, a breakdown by type of appointment. Table 5.B presents a summary of the same information by region and type of appointment. Table 6 of annex I presents appointments of staff subject to geographical distribution for the period 1 July 1997–30 June 1998, by nationality, grade and gender. Table 7 of annex I presents appointments and separations of staff subject to geographical distribution for the same period, by nationality, type of appointment and gender.

Figure 2
Representation of Member States



	6/94	6/95	6/96	6/97	6/98
Unrepresented	28	25	23	25	24
Under-represented	25	25	22	20	9
Within Range	111	116	124	126	139
Over-represented	20	19	16	14	13

Table B
Number of Member States by region and degree of representation in the Secretariat, as at 30 June 1994,1995, 1996, 1997 and 1998

Region	*Year*	*Member States*	*Un-represented*	*Under-represented*	*Within range*	*Over-represented*
Africa	1994	53	4	5	36	8
	1995	53	3	7	36	7
	1996	53	1	6	43	3
	1997	53	1	6	43	3
	1998	53	2	0	48	3
Asia and the Pacific	1994	31	7	5	17	2
	1995	32	8	3	18	3
	1996	32	8	3	18	3
	1997	32	9	3	16	4
	1998	32	8	2	18	4
Eastern Europe	1994	27	12	6	8	1
	1995	27	10	5	11	1
	1996	27	9	4	13	1
	1997	27	9	3	14	1
	1998	27	8	1	16	2
Western Europe	1994	22	3	1	17	1
	1995	22	3	3	16	0
	1996	22	4	2	16	0
	1997	22	4	2	16	0
	1998	22	4	4	14	0
Latin America	1994	21	0	3	14	4
	1995	21	0	3	14	4
	1996	21	0	2	15	4
	1997	21	0	2	17	2
	1998	21	0	0	19	2
Middle East	1994	16	2	3	10	1
	1995	16	1	4	10	1
	1996	16	1	4	9	2
	1997	16	1	4	9	2
	1998	16	2	2	11	1

Region	*Year*	*Member States*	*Un-represented*	*Under-represented*	*Within range*	*Over-represented*
North America and the Caribbean	1994	14	0	2	9	3
	1995	14	0	0	11	3
	1996	14	0	1	10	3
	1997	14	0	1	11	2
	1998	14	0	0	13	1
Others[a]	1994	2				
	1995	2				
	1996	2				
	1997	2				
	1998	3				
Total	1994	184 (100%)	28 (15.2%)	25 (13.6%)	111 (60.3%)	20 (10.9%)
	1995	185 (100%)	25 (13.5%)	25 (13.5%)	116 (62.7%	19 (10.3%)
	1996	185 (100%)	23 (12.4%)	22 (11.9%)	124 (67.0%)	16 (8.7%)
	1997	185 (100%)	25 (13.5%)	20 (10.8%)	126 (68.1%)	14 (7.6%)
	1998	185 (100%)	24 (13.0%)	9 (4.9%)	139 (75.1%)	13 (7.0%)

[a] Non -member States – Switzerland, Stateless and Tuvalu.

Table C
Distribution of staff subject to geographical distribution among developing and other countries, 1994–1998

Group	*Year*	*Combined desirable ranges*	*Group mid-point*	*Percentage*	*Number of staff*	*Percentage*	*Number at D-1 and above*	*Percentage.*	*Number at D-2 and above*	*Percentage*	*Number at ASG and above*	*Percentage*
Developing countries	1984	896–1 212	1 053.7	39.0	1 118 (332)[a]	44.2 (40.2)	166 (17)[a]	48.5	51 (6)[a]	45.5	22 (2)[a]	59.5
	1995	890–1 204	1 047.0	38.8	1 114 (356)	44.6 (41.7)	158 (20)	47.7	49 (5)	46.2	19 (2)	55.9
	1996	907–1 227	1 067.0	39.5	1 118 (366)	44.8 (41.6)	159 (21)	48.3	51 (5)	47.7	21 (1)	58.3
	1997	907–1 227	1 067.0	39.5	1 082 (369)	44.2 (41.1)	144 (22)	46.7	44 (4)	46.3	18 (1)	56.3
	1998	872–1 179	1 025.4	39.4	1 048 (362)	44.0 (41.1)	150 (32)	48.1	53 (6)	51.5	23 (2)	59.0
Other countries	1994	1 400–1 894	1 647.1	61.0	1 410 (493)	55.8 (59.8)	176 (34)	51.5	61 (12)	54.5	15 (2)	40.5
	1995	1 405–1 901	1 653.0	61.2	1 385 (498)	54.4 (58.3)	173 (36)	52.3	57 (12)	53.8	15 (2)	44.1
	1996	1 388–1 878	1 653.0	60.5	1 380 (513)	55.2 (58.4)	170 (38)	51.7	56 (11)	52.3	15 (1)	41.7
	1997	1 388–1 878	1 633.0	60.5	1 366 (529)	55.8 (58.9)	164 (40)	53.2	51 (11)	53.7	14 (2)	43.7
	1998	1 338–1 811	1 574.5	60.6	1 336 (519)	56.0 (58.9)	162 (47)	51.9	50 (13)	48.5	16 (3)	41.0
Total	1994	2 295–3 105	2 700.0	100.0	2 528 (826)	100.0 (100.0)	342 (51)	100.0	112 (18)	100.0	37 (4)	100.0
	1995	2 295–3 105	2 700.0	100.0	2 499 (854)	100.0 (100.0)	331 (56)	100.0	106 (18)	100.0	34 (4)	100.0
	1996	2 295–3 105	2 700.0	100.0	2 498 (879)	100.0 (100.0)	329 (59)	100.0	107 (18)	100.0	36 (2)	100.0
	1997	2 295–3 105	2 700.0	100.0	2 448 (898)	100.0 (100.0)	308 (62)	100.0	95(15)	100.0	32 (3)	100.0
	1998	2 210–2 990	2 600.0	100.0	2 384 (881)	100.0 (100.0)	312 (79)	100.0	103 (19)	100.0	39 (5)	100.0

Source: World Economic and Social Survey 1997 (United Nations publication, Sales No. E.97.II.C.1).

[a] Number of female staff members.

D. Groupings of Member States

19. In conformity with paragraph 14 of section I of General Assembly resolution 45/239 A, a number of the tables contained in annex I are arranged alphabetically by country of nationality and by major geographical region. The countries comprising each region are listed in annex II, section A, while the groupings of countries for the summary categories of "Developing countries" and "Other countries" are listed in annex II, section B. Table B shows the total number of Member States by major geographical region and the degree of representation of each region for the five-year period 1994–1998; table C summarizes the situation regarding the representation of developing countries and other countries for the same period. In accordance with past practice, ad hoc desirable ranges for the aggregate groupings have been calculated by totalling the desirable ranges of all countries in each group.

20. The attention of the General Assembly is drawn to the composition for the present report of the regional grouping for Eastern Europe. In other United Nations practice for statistical purposes, three Member States – Armenia, Azerbaijan and Georgia – are included in the Middle East regional grouping, while five Member States – Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan – are included in the Asia and Pacific regional grouping. The Assembly is invited to advise the Secretariat whether it wishes to adjust the groupings of Member States as defined in annex II, section A, to conform with other United Nations practice.

E. Representation of Member States at the senior and policy-making levels

21. By paragraph 3 of section III.B of its resolution 51/226, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-making levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat. This text reiterated the text of paragraph 6 of section I of Assembly resolution 45/239 A.

22. Since the adoption of resolution 45/239 A, the senior and policy-making levels have been defined as staff at the Principal Officer (D-1) grade and above.

23. Section IV of the present report provides an analysis of the measures taken to ensure equitable representation at the senior and policy-making levels. Table C includes data on the representation of developing countries and other countries for all staff subject to geographical distribution appointed at the D-1 grade and above, for all such staff appointed at the D-2 grade and above, and for all staff appointed at the grade of Assistant Secretary-General and above (see also Assembly resolution 45/239 A, para. 7) (for more detailed information on the representation of individual Member States at the senior and policy-making levels, see tables 4 and 6 of annex I).

F. Gender representation

24. Since the forty-fifth session of the General Assembly, the Secretary-General has been reporting on efforts to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policy-making posts (see Assembly

resolution 45/239 C, paras. 2-5). During the period 1 July 1994 to 30 June 1998, the number of female staff members at the D-1 grade and above increased from 51 to 79, an increase of 55 per cent. Table 3.A of annex I presents the distribution of staff by gender, grade and region. Table 8 of annex I sets out staff in posts with special language requirements, by nationality, grade and gender. Table D.1 shows the number of female staff appointed to posts subject to geographical distribution as a percentage of total female staff for the five-year period 1994–1998: as of 30 June 1998, the number of female staff members appointed to posts subject to geographical distribution was 885, or 36.9 per cent of the total.

Table D.1
Female staff in posts subject to geographical distribution as a percentage of all staff, by region of origin, 30 June 1994–30 June 1998

Region	*1994*	*1995*	*1996*	*1997*	*1998*
Africa	2.94	3.02	3.10	3.54	3.46
Asia and the Pacific	6.78	7.63	7.84	7.84	8.00
Eastern Europe	0.75	1.11	1.19	1.14	1.46
Western Europe	8.00	7.87	8.15	8.70	8.62
Latin America	3.10	3.22	3.10	3.09	3.12
Middle East	1.25	1.35	1.51	1.58	1.50
North America and the Caribbean	9.53	9.74	10.06	10.61	10.54
Others	0.20	0.12	0.12	0.12	0.17
Total	**32.55**	**34.06**	**35.07**	**36.62**	**36.87**
Total staff: 2 400			**Total female staff: 885**		

Table D.2
Female staff in posts subject to geographical distribution as a percentage of total female staff, by region of origin, 30 June 1994–30 June 1998

Region	*1994*	*1995*	*1996*	*1997*	*1998*
Africa	9.04	8.86	8.84	9.66	9.38
Asia and the Pacific	20.84	22.40	22.34	21.42	21.69
Eastern Europe	2.29	3.26	3.40	3.11	3.95
Western Europe	24.58	23.10	23.24	23.75	23.39
Latin America	9.52	9.45	8.84	8.44	8.47
Middle East	3.86	3.96	4.31	4.33	4.07
North America and the Caribbean	29.28	28.58	28.68	28.97	28.59
Others	0.60	0.35	0.34	0.33	0.45
Total	**100.00**	**100.00**	**100.00**	**100.00**	**100.00**
Total female staff	**830**	**857**	**882**	**901**	**885**

25. The number and percentage of female staff, as compared to total staff at each grade in the Professional and higher categories, in posts subject to geographical distribution and in posts with special language requirements, are presented in table E. The table compares data for 1988 and 1998. The percentage of female staff in posts subject to geographical distribution has risen from 26.3 per cent to 36.9 per cent of the total staff in such posts over the decade. The comparable percentage for female staff in posts with special language requirements has increased from 33.1 per cent to 37.0 per cent.

Table E

Number and percentage of female staff as compared to total staff at each grade in posts subject to geographical distribution and in posts with special language requirements, 1988 and 1998

	Geographical posts				*Language posts*[a]			
	1988		*1998*		*1988*		*1998*	
Level	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*	*No. of female staff*	*Percentage*
USG	2	7.7	2	8.3	—	—	—	—
ASG	1	5.3	3	20.0	—	—	—	—
D-2	5	5.7	14	21.5	—	—	—	—
D-1	19	8.6	60	28.7	—	—	—	—
P-5	59	12.4	139	31.3	43	28.9	48	35.8
P-4	162	23.3	241	35.7	112	34.4	123	35.3
P-3	251	39.0	253	42.1	140	36.3	126	37.5
P-2	137	43.2	173	47.3	20	21.7	21	50.0
P-1	27	73.0	—	—	1	50.0	—	—
Total	**663**	**26.3**	**885**	**36.9**	**316**	**33.1**	**318**	**37.0**

[a] Language posts are from P-1 to P-5 only.

26. Table 6 of annex I sets out details on the 104 appointments to posts subject to geographical distribution for the period 1 July 1997 to 30 June 1998, by nationality, grade and gender. Table F presents a breakdown of the 104 appointments, by gender, indicating the percentage of total appointments by gender and the number of nationalities appointed at each grade in the Professional and higher categories.

Table F

Number of appointments of staff subject to geographical distribution between 1 July 1997 and 30 June 1998, by gender, indicating the percentage of total appointments and the number of nationalities appointed at each grade

	Female			*Male*		
	Number of female staff appointed	*Percentage of total appointments*	*Number of nationalities represented*	*Number of male staff appointed*	*Percentage of total appointments*	*Number of nationalities represented*
USG	2	25.0	2	6	75.0	6
ASG	1	25.0	1	3	75.0	3
D-2	2	50.0	2	2	50.0	2
D-1	2	28.6	2	5	71.4	5
P-5	3	33.3	3	6	66.7	6
P-4	6	46.2	5	7	53.8	5
P-3	9	47.4	8	10	52.6	9
P-2	18	45.0	14	22	55.0	12
P-1	0	0.0	0	0	0.0	0
Total	**43**	**41.3**	**36**[a]	**61**	**58.7**	**27**[a]

[a] Multiple appointments of staff have been made for some nationalities.

27. Table 11 of annex I presents five sets of data on the gender distribution of staff in the Secretariat, by department or office, as of 30 June 1998. Table 11.A shows the situation for staff in the Professional and higher categories in posts subject to geographical distribution, by grade. Table 11.B presents comparable data for staff in posts with special language requirements. Table 11.C shows aggregate data for staff in posts subject to geographical distribution and staff in posts with special language requirements. Table 11.D contains data on staff in the General Service and related categories, by gender. A new table, table 11.E, summarizes the situation of the 4,164 staff in the Professional and higher categories, by department or office, grade and gender.

G. Recruitment activities

28. During the period 1 July 1997 to 30 June 1998, 104 appointments were made under the system of desirable ranges. Of this total, as detailed in table 6 of annex I, two appointments (1.9 per cent) were of nationals of unrepresented Member States; 72 (69.2 per cent) were of nationals of Member States that were within range; and two were of nationals of overrepresented Member States.[1]

29. Of the total of 104 appointments, 44 (42.3 per cent) were candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels; 20 of the successful candidates in the examinations were women.

30. In 1998, competitive examinations were held in 18 countries (Angola, Bosnia and Herzegovina, the Congo, Djibouti, Italy, Japan, Libya, Liechtenstein, Luxembourg, Maldives, Micronesia, Mozambique, Namibia, Norway, Romania, Turkey, the United Kingdom and Viet Nam). Fifty-two successful candidates from the 1996 examinations were placed on roster, 20 at the P-2 level and six at the P-3 level; from the 1997 examinations,

53 successful candidates were rostered, of whom 12 have been placed at the P-2 level as of 30 June 1998.

31. Of the total of 104 appointments, 43 (41.3 per cent) were women, 16 of whom were from developing countries.

32. Table 9.A of annex I presents data on staff in the Professional and higher categories who have been appointed specifically for mission service, by nationality, grade and gender, as of 30 June 1998, compared with the situation a year earlier. Table 9.B aggregates this data by region.

III. System of desirable ranges for the geographical distribution of staff

33. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in population; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave, or change in nationality).

34. The General Assembly, by paragraph 1 of section A.III of its resolution 42/220, requested the Secretary-General to base the desirable ranges for the geographical distribution of staff in the Professional category and above, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations will initially be 2,700;

(b) The weight of the membership factor will be 40 per cent of the base figure;

(c) The population factor, which will be allotted a weight of 5 per cent, will be directly related to the population of Member States and distributed among Member States in proportion to their population;

(d) The contribution factor will be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range will be based on a flexibility of 15 per cent upwards and downwards from the mid-point of the desirable range, but not less than 4.8 posts up and down, the upper limit being not less than 14 posts;

(f) The base figure will be adjusted whenever the actual number of posts subject to geographical distribution increases or decreases by 100, the weights of the three factors being maintained.

35. At the beginning of the biennium 1998–1999, the post count for the calculation of the desirable ranges decreased to 2,594. Accordingly, the base figure used in the present report has been adjusted to 2,600. Table 10 of annex I sets out data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also presents the weighted distribution of staff and the weighted staff position for each Member State, in points.

36. Three factors are used in calculating the mid-point of the desirable range: the membership factor, the population factor and the contribution factor.

37. The **membership factor** accounts for 40 per cent of the base figure, i.e. 1,040 posts (formerly 1,080 posts). As of June 1998, the number of Member States was 185 and under

the membership factor the distribution of posts is equal among all Member States. Accordingly, each Member State's share of the membership factor is 5.62 posts (1,040 posts divided by 185).

38. The **population factor** comprises five per cent of the base figure, or 130 posts (formerly 135 posts). Each Member State is allocated a share of this population factor, in accordance with the proportion of its population to the global population. Based on the United Nations Statistics Division document "Population and vital statistics report" of 1 January 1998 (ST/ESA/STAT/SER.A/204), the total population for the 185 Member States is 5,730.1 million. The formula applied for each Member State is that the 130 posts are divided by 5,730.1 and multiplied by the population of that Member State.

39. The **contribution factor** accounts for 55 per cent of the base figure, or 1,430 posts (formerly 1,485 posts). Each Member State receives posts in proportion to the scale of assessments, the latest being that set out in General Assembly resolution 52/215 of 22 December 1997. The formula of calculation is that the 1,430 posts are divided by 100 and multiplied by the assessment for that State.

40. Once the three factors have been calculated, the mid-point of the range is derived by adding the individual Member State's share of the membership factor, the population factor and the contribution factor.

41. The upper and lower limits of each range are determined by adding or subtracting 15 per cent from the mid-point of the range. The General Assembly, in its resolution 42/220, specified that this adjustment has a minimum of 4.8 posts and an upper limit of not less than 14 posts.

42. The weighted range, mid-point and staff position data presented in table 10 of annex I are calculated in a similar manner. As indicated in table G, the percentage of total staff by grade (column 2) is applied to the base figure of 2,600 (column 3). The resultant figure is weighted by the gross salary per annum in thousands of dollars (column 4) to produce a weighted base figure (column 5). As of 30 June 1998, the weighted average value of each post is 70.4 points (183,087 / 2,600). Accordingly, the weighted membership factor is 73,235 points (40 per cent of 183,087), the weighted population factor is 9,154 points (5 per cent) and the weighted contribution factor is 100,698 points (55 per cent). The above figures represent the global situation: for each Member State a separate calculation on the same basis results in an individual weighted base figure. The weighted mid-point in table 10 of annex I represents the sum of the weighted membership population and contribution factors: the weighted range is calculated as ± 15 per cent upwards and downwards (but not less than 338 points up and down [4.8 x 70.4] and the upper limit being not less than 986 points [14 x 70.4]). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross salary per annum by grade, as set out above.

Table G
Methodology for deriving weighted ranges

Grade	No. of staff members (1)	Percentage of total staff (2)	Percentage applied to base figure (3)	Gross salary per annum[a] (thousands of US$) (4)	Weighted base figure (5)
USG	24	1.000	26.00	147	3 822
ASG	15	0.625	16.12	131	2 129
D-2	65	2.708	70.46	109	7 675
D-1	209	8.708	226.46	97	21 962
P-5	444	18.500	481.00	85	40 885
P-4	676	28.167	732.42	70	51 263
P-3	601	25.042	651.04	57	37 112
P-2	366	15.250	396.50	46	18 239
P-1	—	—	—	35	—
Total	**2 400**	**100.000**	**2 600.00**	—	**183 087**

[a] Salary scale effective 1 March 1998.

IV. Measures to ensure the equitable representation of Member States at the senior and policy-making levels

43. The General Assembly, in paragraph 3 of section III.B of its resolution 51/226, requested the Secretary-General to provide information on measures taken to ensure the equitable representation of Member States at the senior and policy-making levels of the Secretariat, to be included in the report on the composition of the Secretariat.

44. To respond to the request of the General Assembly, data was compiled for the deployment of senior officials appointed under the system of desirable ranges. These officials include Under-Secretaries-General (USG), Assistant Secretaries-General (ASG), Directors (D-2) and Principal Officers (D-1) assigned over a period of three years from 30 June 1995 to 30 June 1998. The appointment of staff at these senior level posts during the reference period are reflected in table 12 of annex I, which includes a breakdown by country of nationality, region and grade.

45. The total number of senior-level positions has decreased over the last four years, particularly at the D-2 and D-1 levels. The representation of staff from developing countries has decreased by approximately 10 per cent, mostly at the D-1 level, whereas there was an increase at the USG level.

46. Three regions (North America and the Caribbean, Latin America, and Asia and the Pacific) increased staff at the senior levels by 4.9 per cent, 3.8 per cent and 2 per cent, respectively. Africa, Eastern Europe, Western Europe and the Middle East regions decreased their representation by 13.5 per cent, 31 per cent, 1.2 per cent and 28 per cent, respectively.

47. In deciding on appointments at the senior and policy-making levels, the Secretary-General takes into account primarily the qualifications and experience of candidates for USG and ASG and higher levels, with due importance given to considerations for equitable regional representation. Positions at the D-1 and D-2 levels are circulated internally and externally under the vacancy announcement system. This allows for due consideration of career development for existing staff in the Secretariat under staff regulation 4.4, without prejudice to the recruitment of outside candidates.

48. Appointments to the D-2 level are made by the Secretary-General on the advice of a Senior Review Group and at the D-1 level from the Appointment and Promotion Board. The Group and the Board are fully informed of the representation of Member States in the Secretariat when reviewing the cases submitted for advice. The Office of Human Resources Management (OHRM) ensures that special attention is given by these advisory bodies to candidates from unrepresented and under-represented nationalities.

49. OHRM has amplified previous efforts to reach the largest pool of candidates possible by circulating posts at the P-5, D-1 and D-2 levels externally as well as internally. Vacancy announcements are also published on the Internet, which has resulted in unprecedented numbers of applicants from around the world. Unrepresented countries are being requested to draw the attention of potential candidates to vacancy announcements; executive searches are conducted by OHRM and programme managers. Such measures help to meet the staffing needs of the Organization and to identify and attract candidates for posts at the senior and policy-making levels.

V. Human resources demographics

A. Staff demographics

1. Demographic profile of the staff of the United Nations Secretariat, as of 30 June 1998

50. The present section of the report examines a broader perspective than the traditional population of staff against posts subject to geographical distribution contained in section II. This review responds to global planning requirements (the need for establishing valid workforce trends and changes). All Secretariat staff with an appointment of one year or more, irrespective of the source of funding, have been considered in the analysis below. The presentation of Secretariat-wide data as of 30 June 1998 and of projections for the period 1998 to 2002 has been made possible through the increased application of the database from the Integrated Management Information System (IMIS).[2]

Staff by category and grade

51. Figures 3, 4 and 5 illustrate the distribution of Secretariat staff by category and grade. Of the staff total, 70 per cent are financed from the regular budget and 30 per cent by extrabudgetary funding.

Staff by department and office[3]

52. Figure 6 shows that more than 40 per cent of all Secretariat staff serve in the Departments of Management, General Assembly Affairs and Conference Services, Peacekeeping Operations, Public Information, and Economic and Social Affairs. In terms of offices away from headquarters, the United Nations Office at Geneva (UNOG) is the largest office, followed by the United Nations Environment Programme (UNEP), the Economic and Social Commission for Asia and the Pacific (ESCAP), the Economic Commission for Africa (ECA), the Economic Commission for Latin America and the Caribbean (ECLAC) and the United Nations Office at Vienna (UNOV).

Staff by gender

53. Global data show a gender distribution that is almost evenly balanced: 49.3 per cent female staff members and 50.7 per cent male staff. However, these overall numbers do not reflect the differences in female staff representation by category and by department and office.

54. The two most senior grades of the Secretariat (USG and ASG) have a low female staff representation (12 per cent). Female staff numbers remain low at the Director grades (22.4 per cent). In the Professional category as a whole, the proportion of female staff is 36.1 per cent. The proportion of female staff is higher at or near entry levels (P-1, P-2 and P-3), where the numbers come close to the General Assembly mandate of gender equality. Female staff constitute a majority (56.7 per cent) in the General Service and related categories. Specific groups with very low female staffing are the Field Service, the Security and Safety Service, and the Trades and Crafts Category (13.1 per cent) at United Nations Headquarters, New York.

55. Figures 7 and 8 illustrate for the Professional and higher categories and the Director and higher categories, respectively, a classification of departments and offices according to their proportion of female staff, as follows:

Figure 3: Staff distribution (%) by category (30 June 1998 - population 10,785)

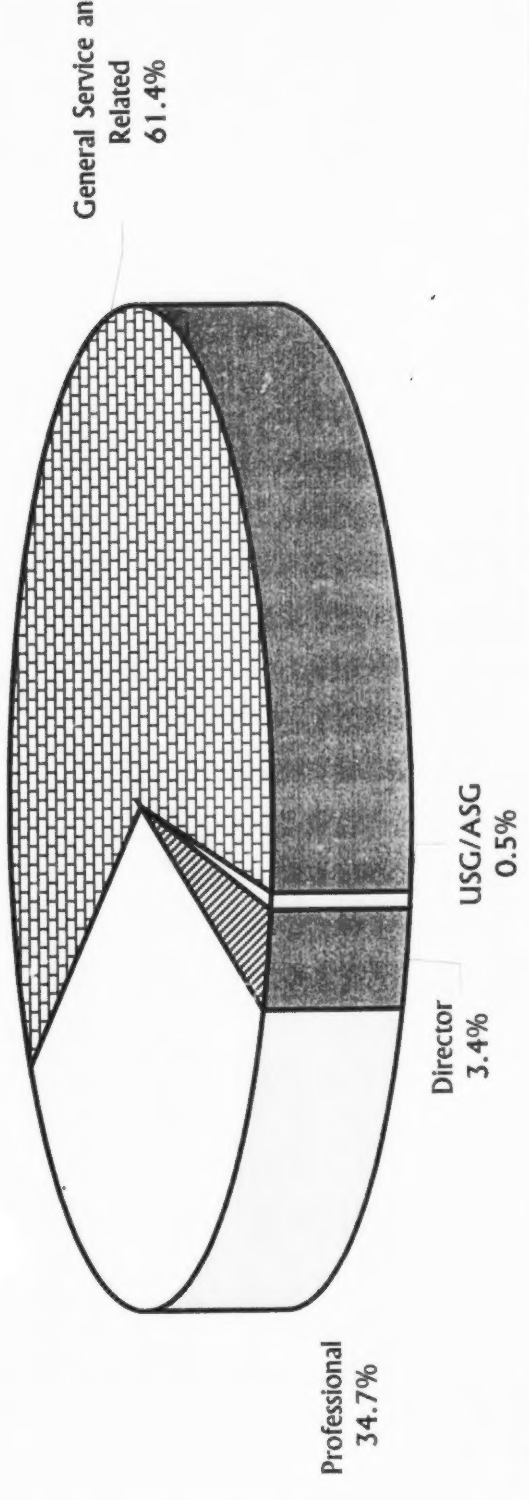
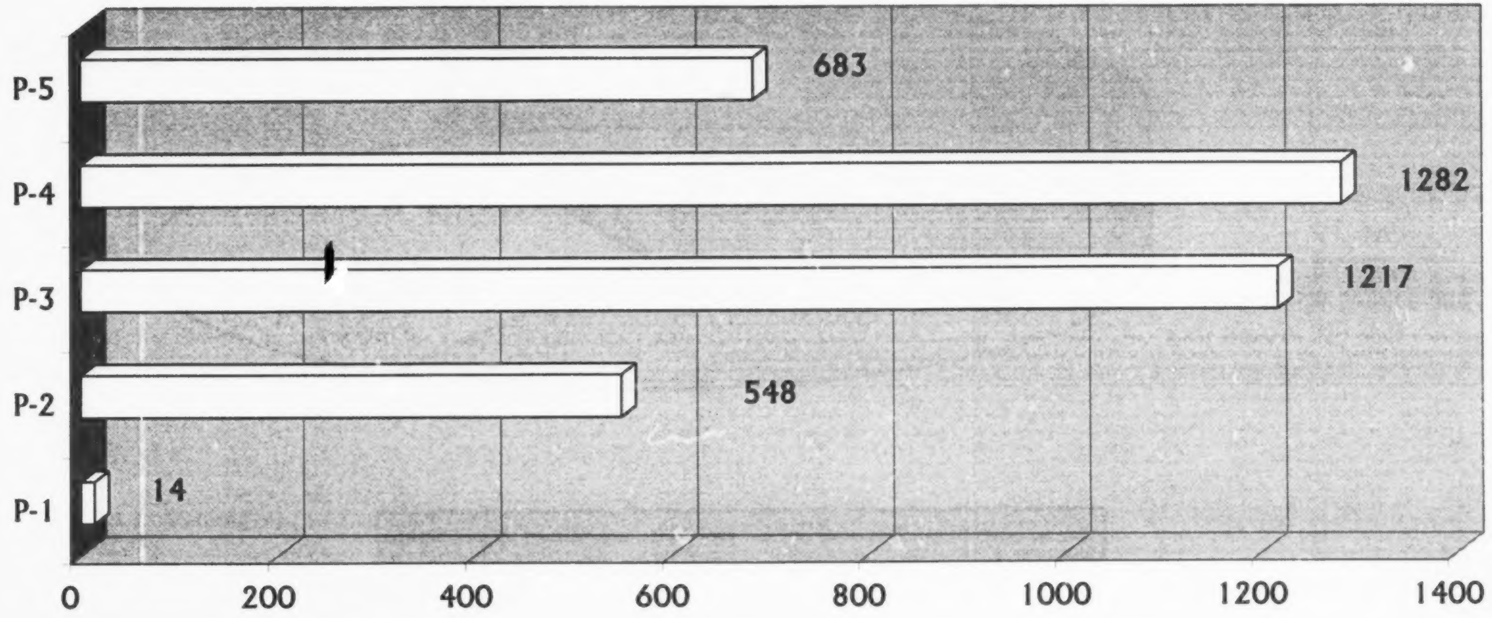


Figure 4: Staff distribution by grade in the Professional category
(30 June 1998 - population: 3,744)



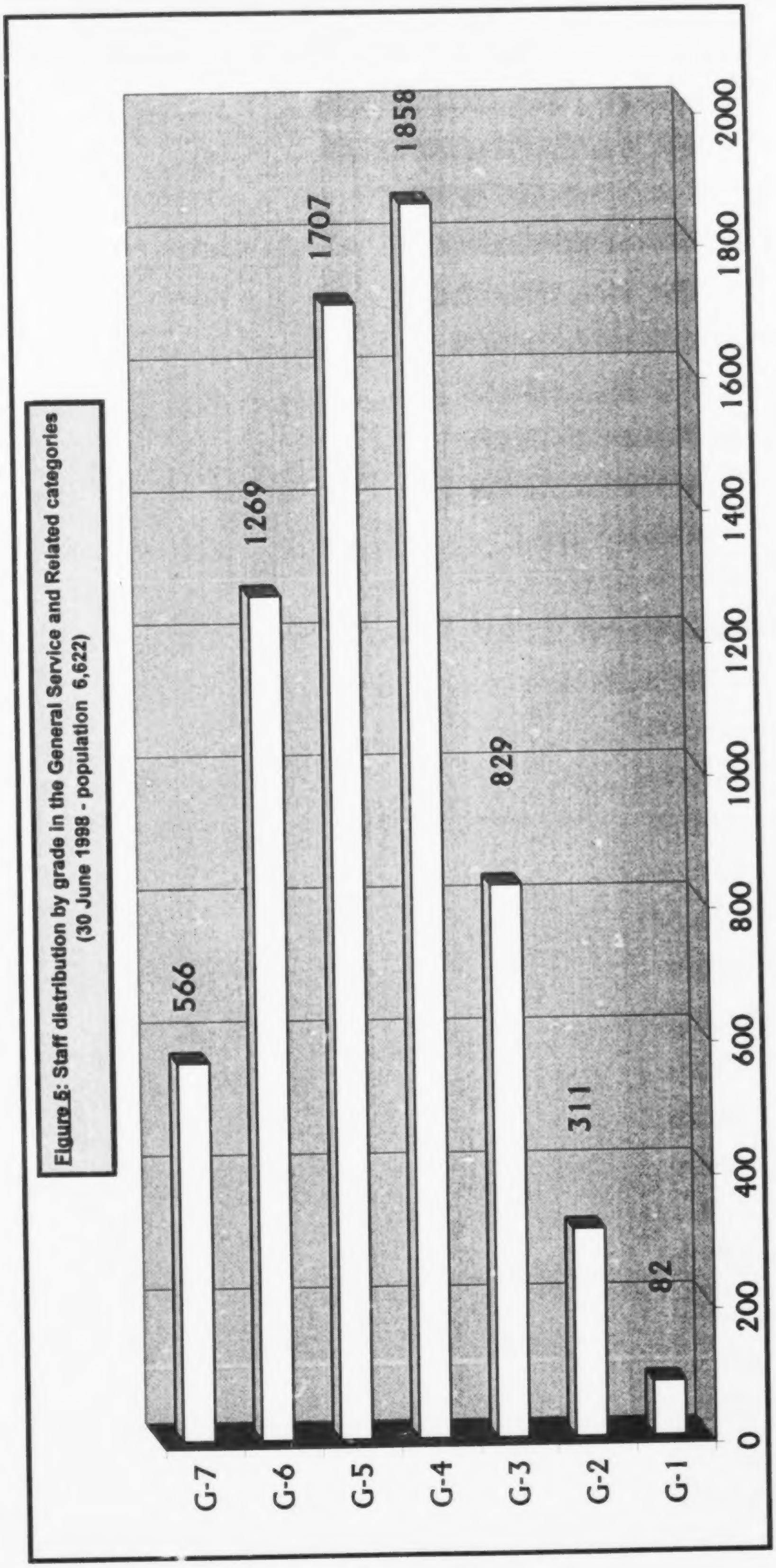
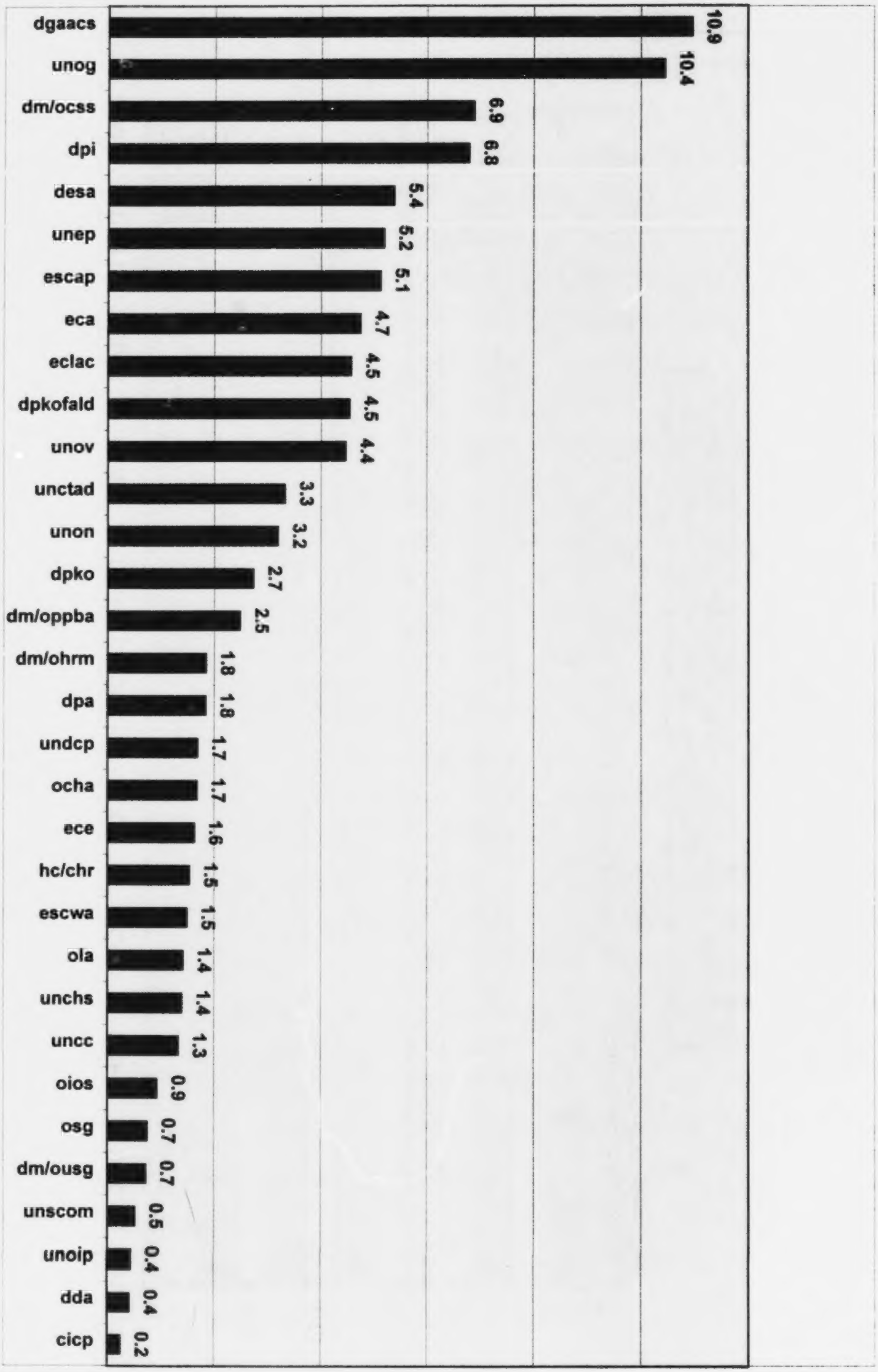


Figure 5: Staff distribution by grade in the General Service and Related categories (30 June 1998 - population 6,622)

Figure 6: Staff distribution (in %) by department and office (30 June 1998 - population 10,786)



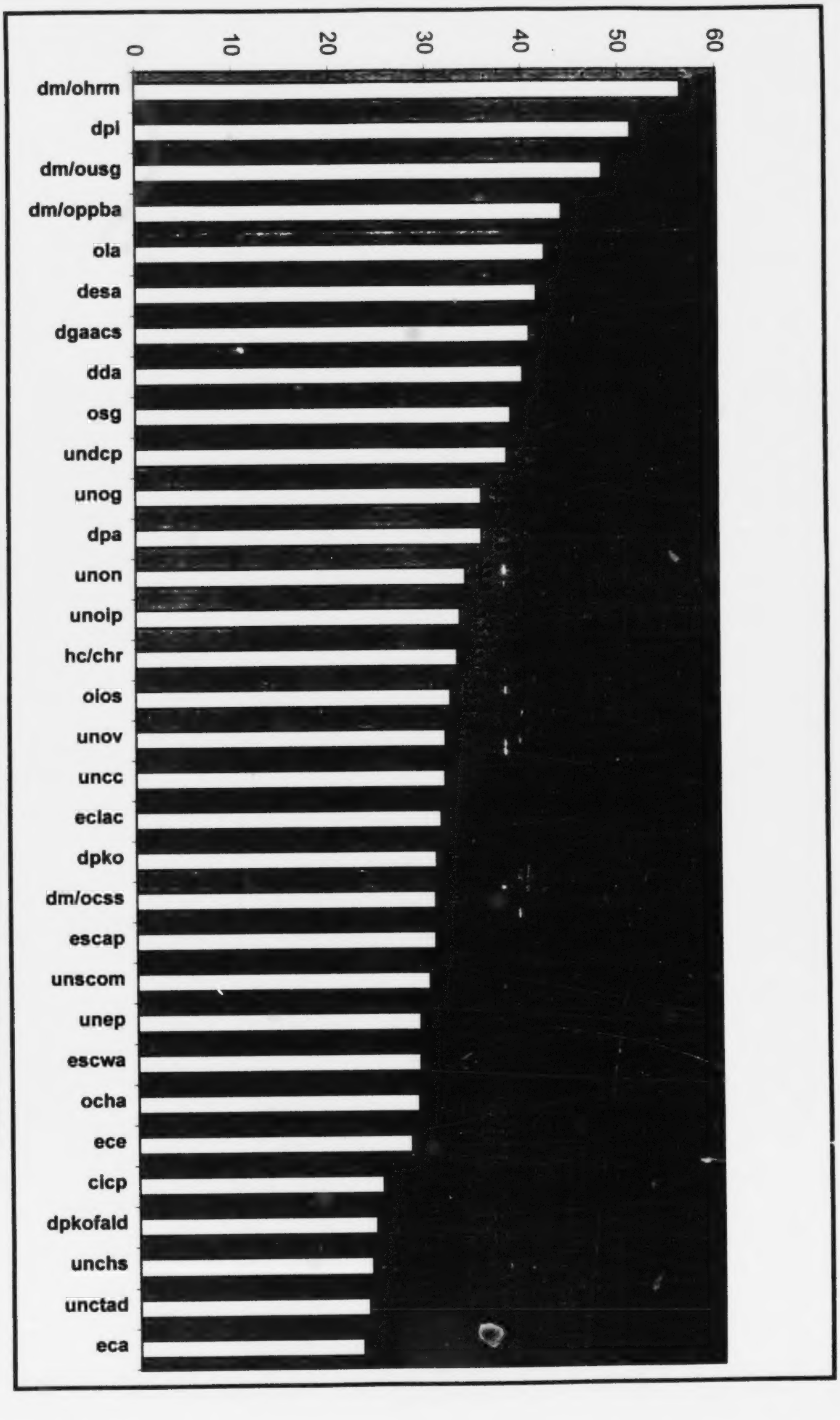


Figure 7 : Female staff distribution (%) in the Professional and Higher categories (30 June 1998 - Population: 4,184)

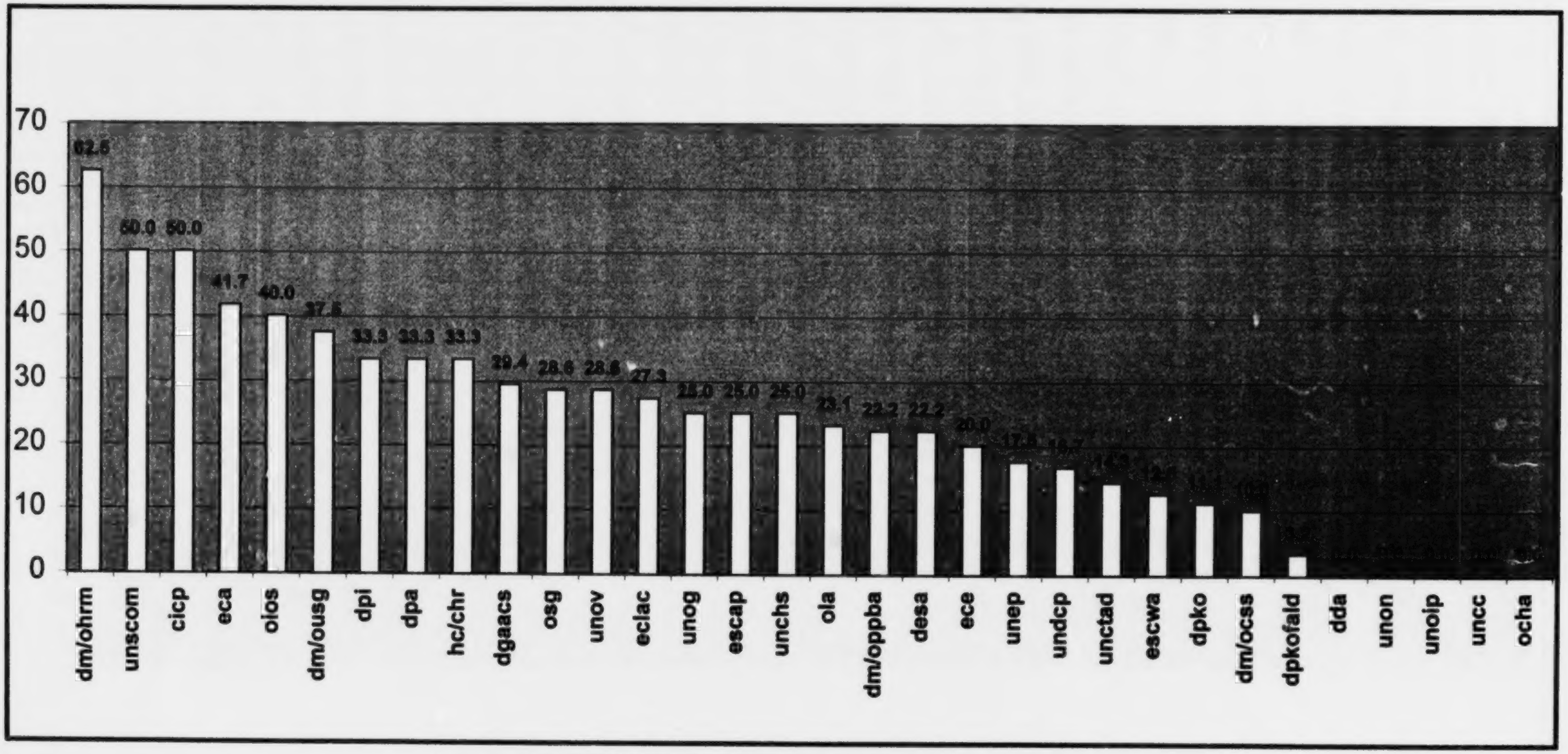


Figure 8: Female staff representation (%) at the Director and Higher categories
(30 June 1998 - population 420)

(a) Two offices exceed the 50 per cent benchmark, DM/OHRM and DPI, which fully meet the goal of gender equality;

(b) Ten departments and offices have female staff representation between 35 per cent and 50 per cent: DM/OUSG, DM/OPPBA, OLA, DESA, DGAACS, DDA, OSG, UNDCP, UNOG and DPA;

(c) Eleven departments and offices have female staff representation between 30 per cent and 35 per cent: UNON, UNOIP, HC/CHR, OIOS, UNOV, UNCC, ECLAC, DPKO, DM/OCSS, ESCAP and UNSCOM;

(d) Nine departments and offices have female staff representation of less than 30 per cent: UNEP, ESCWA, OCHA, ECE, CICP, DPKO/FALD, UNCHS, UNCTAD and ECA.

Staff by nationality

56. A breakdown of data for staff in all grades (population 10,786) by nationality results in a division into five groups of Member States, as follows:

(a) Three countries each represent 5 per cent or more of the Secretariat staff: the United States of America (14 per cent), France (7 per cent) and Kenya (5 per cent);

(b) Eighteen countries each represent between 1 per cent and 5 per cent of the Secretariat staff;[4]

(c) Nineteen countries each represent between 0.5 per cent and 1 per cent of the Secretariat staff;[5]

(d) One hundred and twenty-eight countries each represent less than 0.5 per cent of the staff;

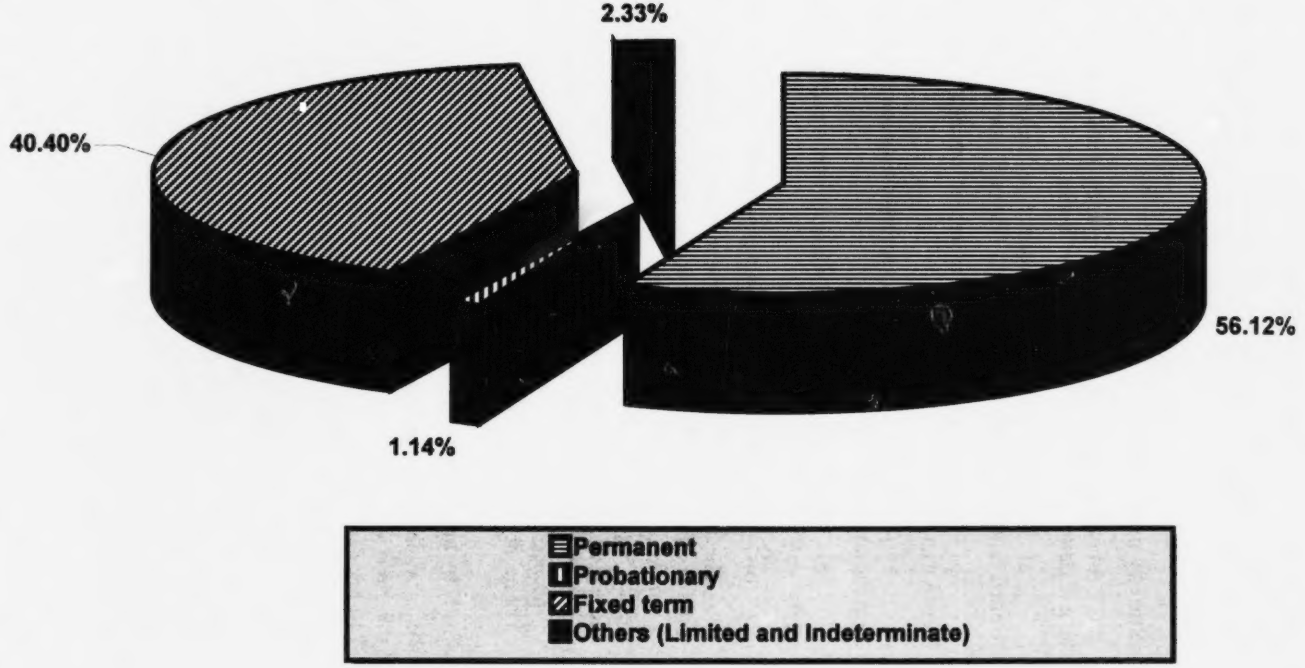
(e) Seventeen countries are not represented in the Secretariat.[6]

57. The inclusion of staff from the General Service and related categories increases staff numbers from countries hosting headquarters and/or other major offices and regional commissions (Austria, Chile, Ethiopia, Lebanon, Kenya, Switzerland, Thailand and the United States). The 10 highest represented countries in terms of staff in the Professional and higher categories are the United States of America (13 per cent), the Russian Federation (7 per cent), France (6 per cent), the United Kingdom of Great Britain and Northern Ireland (5 per cent), China (4 per cent), Germany (3 per cent), Japan (3 per cent), Canada (3 per cent), Egypt (2 per cent) and India (2 per cent).

Staff by appointment type

58. Appointments are basically of two types, permanent and fixed term.[7] Figure 9 shows the ratio of permanent appointments (56 per cent) versus fixed-term appointments (40 per cent) for all 10,786 staff. The proportion of permanent appointments differ by category (Director 59 per cent, Professional 60 per cent and General Service and related 54 per cent). The regular budget is funding more than two thirds of permanent appointments, whereas under extrabudgetary funding two thirds of appointments are fixed term. The ratio of permanent appointments of staff against posts subject to geographical distribution (mandated by the General Assembly in its resolution 51/226 not to exceed a ceiling of 70 per cent) at 30 June 1998 was 70.3 per cent, compared with 26.4 per cent for fixed-term appointments; 3.3 per cent of appointments were probationary or limited.

Figure 9: Staff distribution by appointment type (30 June 1998 - population: 10,786)



59. The statistical data also indicate different values in the distribution of permanent and fixed-term appointments from one department and office to another, ranging from a low of 9 per cent of permanent appointments in UNEP to a high 84 per cent of such appointments in DGAACS.

Staff by geographical location

60. Staff at Headquarters in New York represent 41 per cent of total Secretariat staff, while offices away from Headquarters represent 59 per cent. The latter offices include seven duty stations (Geneva, Nairobi, Vienna, Bangkok, Addis Ababa, Santiago and Beirut), as well as field missions. Compared with the overall ratio, staff in the Professional and higher categories in New York represent 43 per cent of total Secretariat staff.

Staff by age

61. Figures 10 and 11 illustrate that the Secretariat faces the problem of an ageing population (58 per cent of staff is older than 45 years, 25 per cent is under 40 and only 3 per cent is younger than 30). The overall staff average age as of 30 June 1998 was 45.5 years. Except for USGs/ASGs, the category of Directors shows the highest average age (53.9 years). Staffing in this group has resulted largely from promotions from the Professional category. Staff in the Professional category have an average age of 46.1 years, and have a broader age range (from 38 to 52 years). One significant factor in this category is the relative high age at the entry level (38.5 years for P-2), linked to the steady rise in the age at recruitment. Since 1988, the average age at which Professional staff enter the Organization has risen by five years. In the General Service and related categories, the average age is 44.7 years: staff in these categories represent the youngest group with the widest age range (30 to 54 years).

62. UNCC has the lowest overall average staff age (37.5 years) in the Secretariat, while DDA has the highest (49.1 years). UNON has the youngest average age (43 years) for Directors, while DDA has the oldest (58 years). The youngest Professionals work in UNCC, at an average age of 36.5 years, and the oldest in ECA (50.2 years). The average age of male staff is higher than female staff. An older age structure is found among staff in the Professional and higher categories than in the General Service and related categories. Staff holding permanent appointments are generally older than those with fixed-term appointments.

Staff by length of service

63. The average length of service for staff holding an appointment of one year or more is 12.9 years. The longer average service of Directors (15.3 years) is a consequence of their higher average age. The lower service time of 11.2 years for Professionals results from a higher turnover rate and a large number of fixed-term appointees, who may have expected lower career prospects. Throughout the Organization, length of service varies between a low of six years in DPKO/FALD and seven years in OCHA, to highs of 16.9 years in ECA and 16.7 years in ESCAP. Lower than average service times in UNEP, UNDCP, UNCHS and HC/CHR reflect a generally younger staff population, more recent entrants, more fixed-term appointments, a higher staff turnover rate, or a combination of these factors. The higher than average length of service in DM/OCCS, DESA, DGAACS, ECA, ECLAC, ESCWA, UNCTAD and UNOG reflect an older staff population, who have served for a longer period of time with the Organization on more permanent appointments, with a lower turnover rate and staff remaining for longer periods in the same department/office.

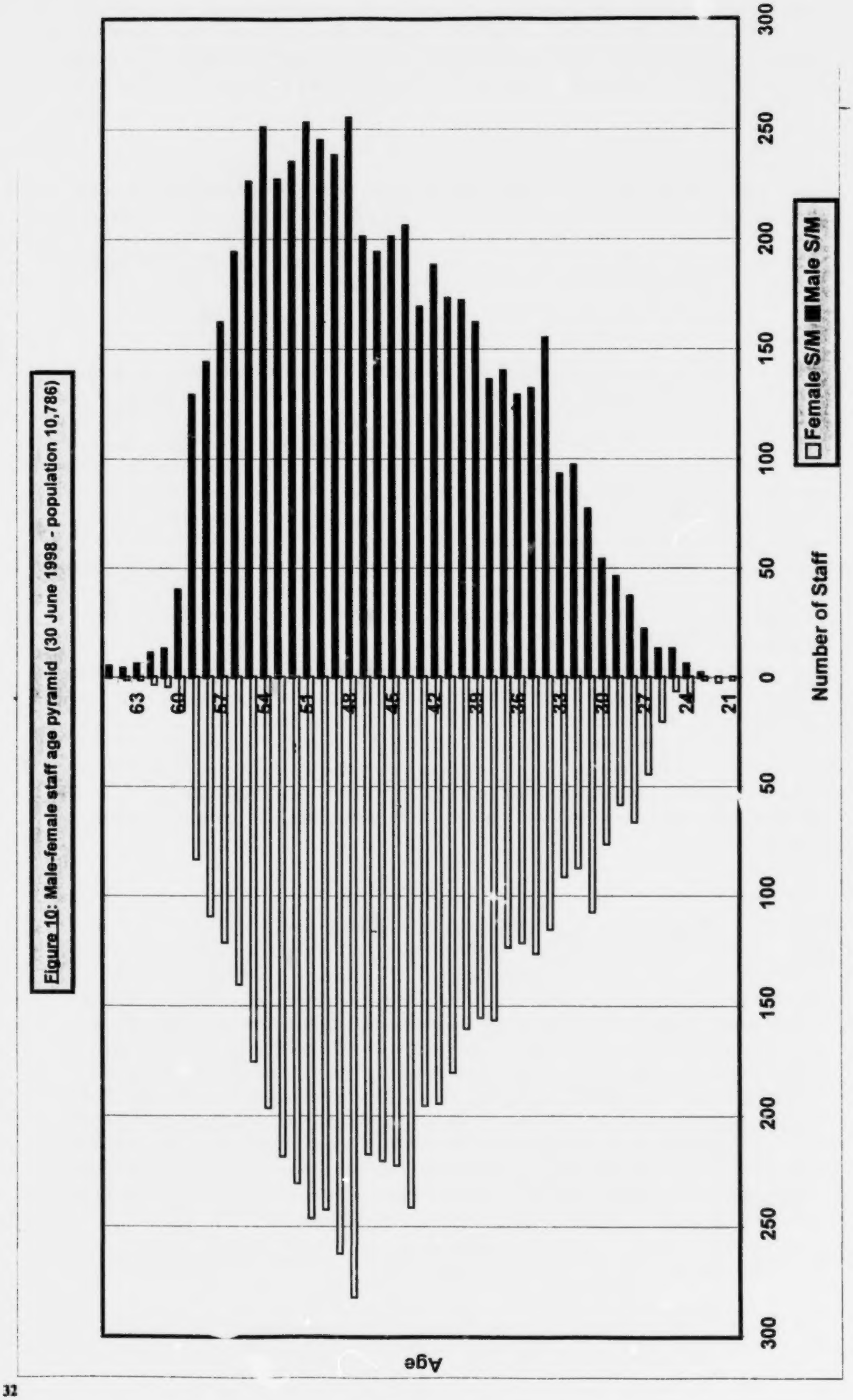
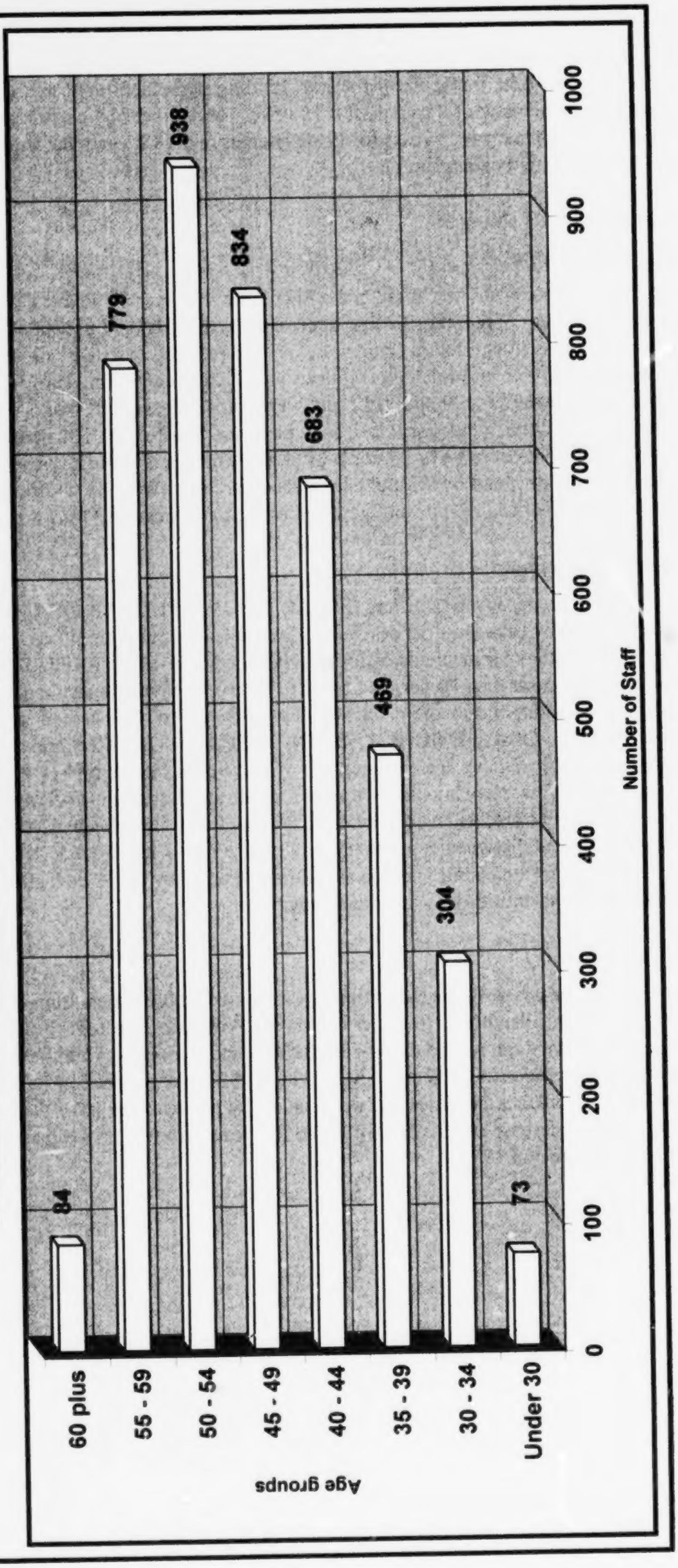


Figure 10: Male-female staff age pyramid (30 June 1998 - population 10,786)

Figure 11: Age distribution (Professional and Higher categories) (30 June 1998 - population 4,164)



64. Length of service is relevant as an indicator of accumulated experience and capacities in the Organization, particularly for staff holding permanent appointments. The overall average length of service for such staff is 18 years. The averages by category are also higher; 21 years for Directors, 16.2 years for Professionals and 18.7 years for staff in the General Service and related categories.

2. Analysis of staff changes

Overall staff numbers

65. The number of staff on board in the Secretariat between 1996 and 1997 decreased by 3.1 per cent. This percentage further decreased by 4.9 per cent between 1 July 1997 and 30 June 1998, as illustrated in figure 12. This has resulted in a decrease of 6.2 per cent in the General Service and related categories and 3.1 per cent in the Professional category. Staff numbers in the lower grades (P-2 and P-3) of the Professional category and G-1 to G-4 in the General Service category have been particularly affected. The number of Directors has remained stable over the reference period. Staff numbers against posts funded from the regular budget dropped by 9.3 per cent as compared to 1997. By contrast, staff numbers against posts financed by extrabudgetary funding have increased by 3.8 per cent.

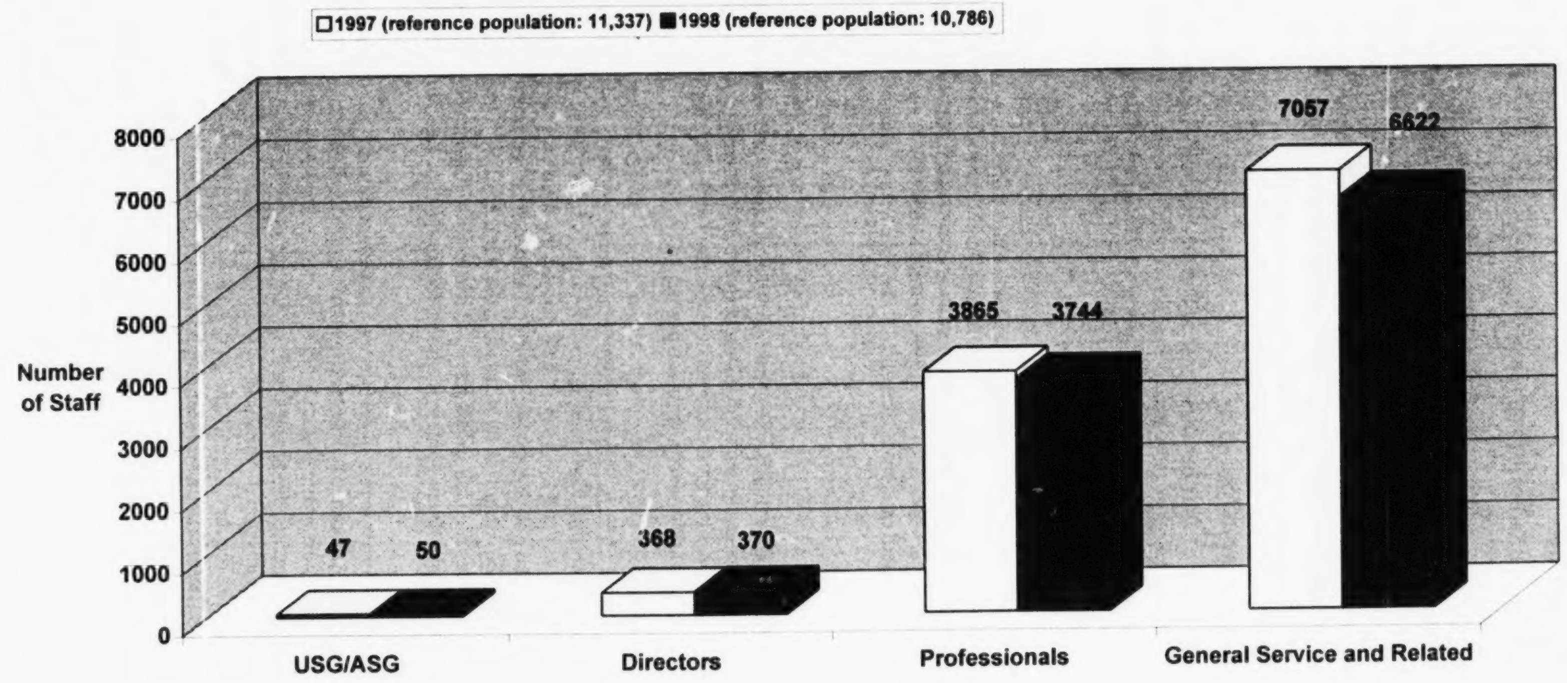
Staff by department

66. Staff in six departments/offices (ECLAC, UNOV, DPI, UNEP, OHRM and UNCTAD) have decreased by between 1 per cent and 10 per cent, as compared to their 1997 workforce, while staff in other departments/offices (UNOG, DM/OUSG, DPA, FALD and ESCWA) decreased by more than 10 per cent from 1997 levels. Some departments/offices, on the contrary, have increased their staffing levels by up to 10 per cent since July 1997 (DM/OPPBA, OLA, UNCHS, UNON, ESCAP, UNDCP and OIOS); other departments/offices have seen an increase of more than 10 per cent (DPKO, UNCC and UNSCOM). A few departments have kept a stable staff strength (OCHA, ECA, ECE and HC/CHR). These increases and decreases in staffing levels have been affected by structural changes within and between departments (i.e., DM/OUSG and DGAACS). The staffing of the Department for Economic and Social Affairs decreased by 19 per cent after consolidation of three previous entities into one department.[8]

Staff by gender

67. Overall female staff representation has remained stable at near equality. Female staff numbers were also stable, at 36.1 per cent in the Professional category and 62 per cent in the General Service and related categories. Significant increases of numbers of female staff occurred at the grades of USG and ASG during 1998 from 4.6 per cent to 12 per cent, and in the category of Directors from 18.2 per cent to 22.4 per cent. The latter was a consequence of the notable increase of female staff at the D-1 level, from 53 (18.8 per cent) in 1997 to 65 (23.7 per cent) in 1998.

Figure 12: Evolution in staff numbers (1997-1998)



Staff by nationality

68. Reductions in Secretariat staff have affected representation by several Member States. Staff of Jordanian nationality have decreased in number as a result of the move of ESCWA from Amman to Beirut. Despite the general decrease in staff numbers, representation from some countries has increased (Kenya, India, Austria, Canada, Australia, Guyana and Belgium). The number of unrepresented countries among the total Secretariat staff increased from 16 in 1997 to 17 in 1998.[9] Staff members from two unrepresented countries were recruited over the reference period (Latvia and the Democratic People's Republic of Korea), while all nationals from three countries (Lao People's Democratic Republic, Mozambique and the Solomon Islands) separated from the Organization.

Staff by appointment type

69. Reductions of staff between 1997 and 1998 halted a 10-year trend of increasing numbers and growing proportions of fixed-term appointments. The share of fixed-term appointments among total staff has dropped by more than one point (from 41.6 per cent in 1997 to 40.4 per cent in 1998, a reduction of 356 staff). The share of permanent appointments rose by 1.2 per cent.

Staff age and length of service

70. Globally, the average age of staff increased by six months as compared to 1997, corresponding to an ageing rate of 1.1 per cent.[10] The average length of service for all staff increased by 0.9 years between 1997–1998, mainly as a result of an increase in the General Service and related categories (from 13.0 to 13.7 years) and Directors (from 15.0 to 15.3 years).

3. Observations

71. Changes in staff numbers (overall and by category) between 1997 and 1998 have resulted in slight changes in the relationship between categories of staff, namely an increase of the Professional category by one percentage point and a corresponding decrease of the General Service staff by one percentage point.

72. Staff reductions in the lower grades of the Professional and General Service categories have accentuated already low staff numbers at these grades. Lower staff numbers at the P-2/P-3 grades, resulting from internal promotions and from separations, need to be offset by recruitment to expand the pool of staff needed for future replacement of staff at higher grades. Corrective policies should aim to rebalance staff distribution in the Professional and General Service categories by increasing the number of staff in the lower grades of the Professional category. This would have the triple advantage of reducing personnel costs, increasing staff replacement pools in the lower and middle grades, and reducing the average staff age.

73. Despite improvements in female staff representation at the USG/ASG and Director grades during the reference period, the ratio of female staff representation in these groups continues to fall short of the goal mandated by the General Assembly in most departments and offices. Sustaining the present rates of increase for female staff representation in the Director and Professional categories will not ensure gender equality by the year 2000: special efforts are required to reach the goal, especially in departments and offices with very low or non-existent female representation in senior positions.

74. Continued monitoring is warranted to determine whether the halt in the trend of increasing fixed-term appointees is a temporary one or the commencement of a new trend.

In periods of change and reform, fixed-term contracts provide more flexibility in adjusting the workforce than is the case with long-term career contracts.

75. Low numbers of staff in the younger age brackets (under 35 years) are a subject of special concern, since in the Professional category these staff mainly occupy the entry grades of P-2/P-3, which comprise the bulk of the replacement potential. Current low retirement rates, combined with post reductions, generate low replacement and recruitment possibilities. Not bringing in new staff in sufficiently high enough numbers increases the average age of the total staff.

76. The close correlation between average staff age and length of service found in a number of departments and offices is an indicator of future staffing requirements. High staff age and length of service averages draw management's attention to imminent departures, whereas low averages indicate that there will be no major changes in the near future.

B. Movement of Secretariat staff

1. Recruitments

77. Between 1997 and 1998, 2,425 staff have been recruited in proportions consistent with the current breakdown of staff by category (3 per cent into the categories of Directors and above, 35 per cent into the Professional category and 62 per cent into the General Service and related categories).

78. Women accounted for a total of 42 per cent of all staff recruited in the reference period, as shown by figure 13. The majority of female staff were recruited in the category of General Service and related staff (44 per cent). In the Director and Professional categories, female recruits represented 39 per cent of total recruitment during the reference year.

79. The largest recruiting departments have been UNOG (22 per cent of all recruitments, mainly in the General Service and related categories), DPKO (14 per cent), ECA (9 per cent), DPI (8.5 per cent), HC/CHR (7 per cent), UNOIP (5 per cent) and DM/OCSS (4.5 per cent). In the Professional and higher categories, the highest levels of recruitment in departments and offices were to be found in DPKO (25 per cent), DPI (15.5 per cent) and HC/CHR (15 per cent).

80. Most recruitments related to short-term contracts (54 per cent for missions), fixed-term appointments (23.5 per cent) and appointments of limited duration (19 per cent). Recruitment for probationary appointments represented only 3.5 per cent of the total. In the category of Directors, 93 per cent of recruitment were for fixed-term appointments or appointments of limited duration. Among Professionals, 61 per cent received fixed-term appointments and 30 per cent appointments for missions.

2. Separations

81. A total of 2,801 separations occurred in the reference period, exceeding the total of recruitment numbers by 376. Separations by category and grade were largely in the same proportions as for recruitment (4 per cent Directors, 35 per cent Professionals and 61 per cent for staff in the General Service and related categories). Figure 14 illustrates that female staff members represented 42 per cent of the total departures of staff over the 1997–1998 period and 34 per cent of separations in the Professional and higher categories.

82. The departments undertaking the highest number of recruitments have also had the highest number of separations (UNOG, DPKO, DPI, ECA, HC/CHR and OCHA for all categories of staff and DPKO, DPI and HC/CHR for staff in the Professional and higher

categories). The non-extension of staff on short-term appointments (both local and non-local) are the major reason for separation (40 per cent), followed by separations of staff on fixed-term appointments (34 per cent) and staff on appointments of limited duration (13 per cent). Separations of staff on permanent appointments were 13 per cent of the total. Separations of staff from missions and staff under the 300 series were 51 per cent of total separations, followed by staff under the 100 series and staff subject to geographical representation (28 per cent).

83. Staff separate or are separated for one of the following reasons: expiration of appointment, resignation, retirement, agreed termination, death and health problems, and dismissal.

84. Expiration of appointment is the major cause of separation for the majority of fixed- and short-term appointments. In the category of Directors, expirations of appointment were the main reason for all separations (46 per cent), retirements were the second reason (28 per cent), and resignations third (14 per cent). In the category of Professionals, expiration of appointment was the cause for more than two out of three departures (70 per cent), followed by resignations (14 per cent) and retirements (7 per cent).

85. The fact that resignations constituted the second largest cause of staff turnover in all categories except the Directors, and indeed exceeded retirements continues to be a cause for concern, especially since it continues a 10-year long trend. Nine Directors (14 per cent of all separating Directors) have resigned over the reference period, as well as 135 Professionals (13.7 per cent of separating Professionals) and 147 staff (9 per cent) from the General Service and related categories. Forty-one P-2 staff members and 43 P-3 have resigned (nearly two thirds of all resignations by Professional staff). Most of these resignations (80 per cent) were by staff on appointments of fixed-term or limited duration, but 13 per cent (11 resignations in 1997–1998) were from staff on probationary and permanent appointments. When compared to the number of P-2/P-3 recruitments over the same period (66), this represents a loss ratio of 16.7 per cent of newly recruited Professional staff.

3. Promotions

86. Promotions in the present report are defined as movement of staff from one grade to the grade immediately above (step increments within grade are not considered) and from one category to the category immediately above. There were 372 promotions in the Secretariat between 1997 and 1998, for an overall promotion ratio of 3.3 per cent.[11] Promotions by category are consistent with staff breakdowns by category (5 per cent of promotions in the category of Directors, 39 per cent in the category of Professionals and 56 per cent for the General Service and related staff). The total number of promotions was evenly distributed in terms of gender: 49 per cent of promotions were for female staff and 51 per cent for male staff (the gender distribution per category: 45 per cent female staff promotions for Directors, 41 per cent for Professionals and 54 per cent for General Service and related staff).

87. Departments with the highest number of promotions during 1997–1998 were: DGAACS – 64 promotions (17 per cent of the total number of promotions), DM/OPPBA – 33 promotions (9 per cent), DM/OCSS – 28 promotions (7.5 per cent), DPI – 28 promotions (7.5 per cent), UNOV – 23 promotions (6 per cent), and UNOG – 19 promotions (5 per cent).

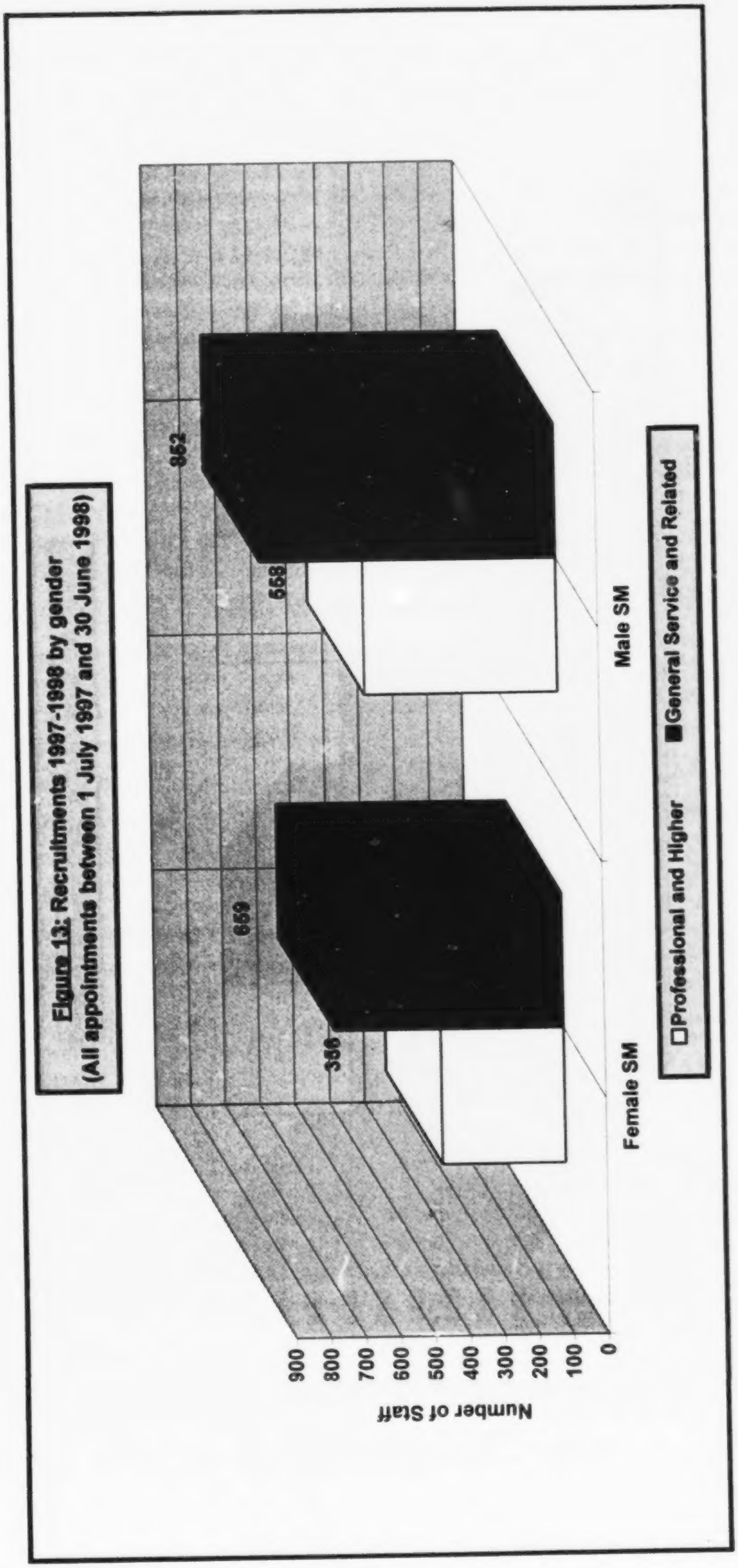


Figure 13: Recruitments 1997-1998 by gender
(All appointments between 1 July 1997 and 30 June 1998)

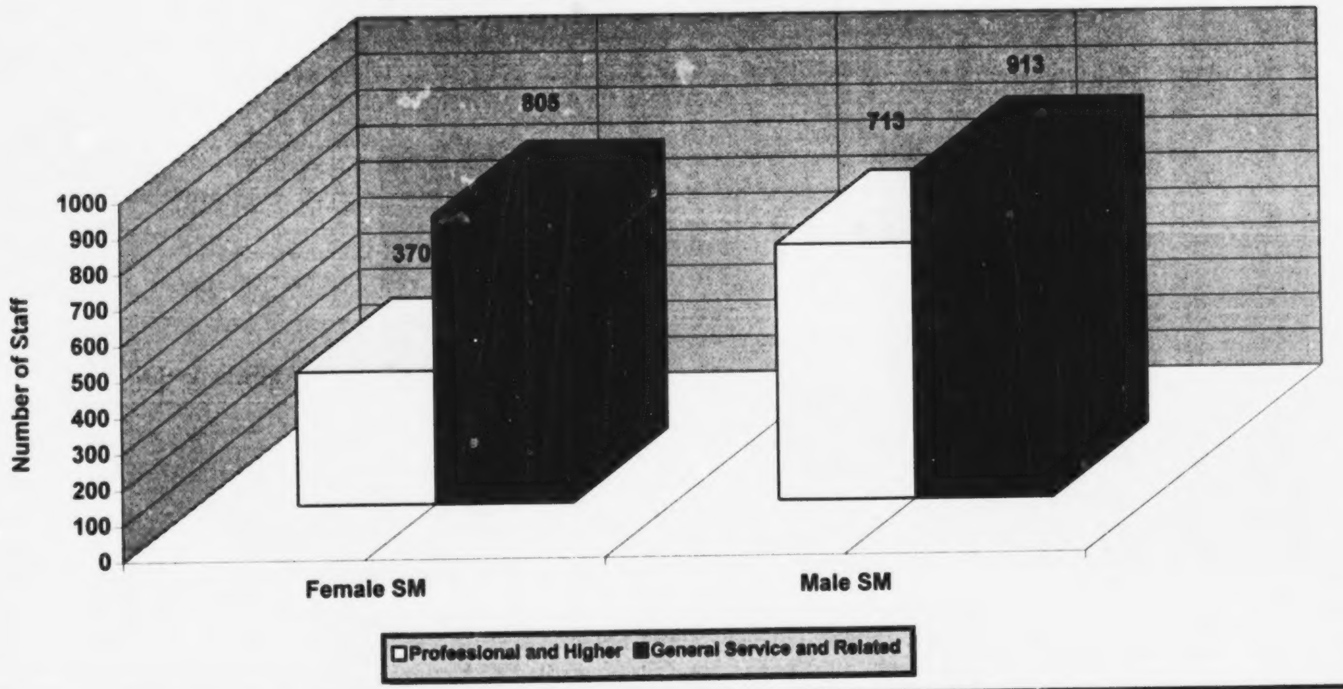


Figure 14: Separations 1997-1998 by gender
(All separations between 1 July 1997 and 30 June 1998)

4. Transfers

88. Transfers are defined as lateral staff movements, which involve a change in assignment at least between two departments/offices at one or at different duty stations or a change of assignment from one regional commission to another. During the reference period, there have been 97 transfers Secretariat-wide. This corresponds to an overall transfer ratio[12] of 0.8 per cent (5 per cent of transfers were Directors, 34 per cent Professionals and 61 per cent staff in the General Service and related categories). Particularly noteworthy was the high number of transfers for female staff (65 per cent of the total number), especially in the General Service and related categories. The number of transfers are lower for the female staff in the Professional and Director categories (42 per cent). Most transfers occurred in DM/OCSS (16.5 per cent of total transfers) and DGAACS (10 per cent).

5. Staff turnover

89. The turnover rates presented below are based on the calculation of a standard labour turnover index, obtained by comparing the number of annual staff departures over a reference period (one year) to the number of staff in posts at the beginning of the reference period. The rates and indexes are the annual averages for the period 1 July 1997 to 30 June 1998. Turnover rates are presented in two ways:

(a) Retirements being considered to be the single cause for separation;

(b) All causes of separation being considered (except expiration of contracts).

90. The following are staff turnover rates for the period 1 July 1997 to 30 June 1998:

	(Percentage)
Turnover rates (retirements only)	
Directors	4.8
Professionals	1.9
General Service and related staff	1.1
All staff	**1.5**
Turnover rates (all separations)	
Directors	9.4
Professionals	7.7
General Service and related staff	4.5
All staff	**5.8**

6. Observations

91. Recruitment and separations by category have been consistent with existing staff distributions by category. The total number of separations has exceeded the number of recruitments by 15 per cent, thereby continuing a general reduction of staff. Low retirement numbers (178 staff in 1997–1998, 6.3 per cent of the total of separating staff) continue to slow down the replacement of older Secretariat staff. Resignations continue to be an issue for concern because for the last 10 years they represent a major cause for all staff departures.

92. Secretariat-wide rates between 1996 and 1998 reflect a low average promotion rate of 3 per cent of the total active population and indicate that average transfer rates comprise 1 per cent of the total active population. The importance of promotions and transfers as an

element of staff mobility needs to be emphasized, implying changes in placement and promotion policies and post structures in the Organization. With the post structure of the Organization as it currently stands, lateral transfers and placement of staff are a critical career development tool. Placement needs to be separated from promotion in many instances.

93. Overall retirement turnover is a low 1.5 per cent, except in the category of Directors (4.8 per cent). At this rate and for this type of separation only, it would take more than 30 years for the population of permanent appointment holders to be completely replaced. Looking at turnover separately from the expiration of contracts, the rate of 5.8 per cent is standard for an organization of the size of the United Nations Secretariat. Higher percentages for Professionals (7.7 per cent) and Directors (9.4 per cent) are indications of a higher workforce instability at these levels, and should be monitored closely.

C. Forecasts

1. Anticipated retirements, 1998–2002

General

94. Figure 15 illustrates that a total of 1,223 staff will reach retirement age in the next five years (an overall departure rate of 11 per cent).[13] An average of 245 people will retire each year over the reference period; the number varies between a low of 131 in 1998 and a high of 348 in 2002. Of the total, 129 retirements (10.5 per cent) are expected to be in the category of Directors, 503 (41.1 per cent) in the Professional category and 591 (48.3 per cent) in the General Service and related categories. The majority of retirees will be male (703 or 57.5 per cent as opposed to 520 or 42.5 per cent female staff). This is in conformity with the overall demographic profile since male staff are, on the average, older.

Departmental breakdown

95. Retirements by department reflect the detailed workforce profile, and will vary over the next five years between a high of 168 in DGAACS and a low of 1 in CICP. Some departments will face retirements in critical numbers, up to as much as 20 per cent of their current workforce. This will be the case for ECA (103 retirements, 20.5 per cent of ECA's workforce), UNCTAD (71 retirements, 20.2 per cent), ECE (30 retirements, 17.5 per cent), DDA (7 retirements, 17.1 per cent), OHRM (29 retirements, 15 per cent), UNOG (162 retirements, 14.6 per cent), DGAACS (168 retirements, 14.4 per cent), DESA (80 retirements, 14.1 per cent), DPI (95 retirements, 13.2 per cent), DPA (24 retirements, 12.4 per cent), ECLAC (59 retirements, 12.2 per cent), OIOS (11 retirements, 11.5 per cent), ESCWA (17 retirements, 10.9 per cent) and ESCAP (59 retirements, 10.9 per cent). Other departments can expect retirements below 10 per cent of their current workforce.

Nationality breakdown

96. Five countries will see a reduction by more than half of their current representation in the Secretariat staff (United Arab Emirates, Fiji, Guinea-Bissau, Sao Tome and Principe, and Benin). Thirteen countries can anticipate that their nationals will retire from the Secretariat in numbers between 25 and 50 per cent of their current levels.[14] Sixty-four countries can expect to see the number of their nationals in the Secretariat staff reduced through retirement by 10 to 25 per cent of current levels.[15] Twenty-nine countries can expect to see the numbers of their nationals in the Secretariat staff reduced through retirement by 5 to 10 per cent of current levels.[16] Finally, seven countries can expect the number of their nationals in the Secretariat staff reduced by less than 5 per cent of current numbers.[17] Fifty-

three countries will not have to expect any retirements of their nationals for the next five years.

Retirements of staff against posts subject to geographical distribution

97. Of the 2,400 staff against posts subject to geographical distribution, a total of 428 are expected to retire between 1998 and 2002, which corresponds to a global departure rate of 18 per cent, as illustrated by figure 16. Retirements will average 86 a year, with a low of 58 in 1998 and a high of 108 in 2002. The breakdown by category is 108 (25.2 per cent) for Directors and 320 (74.8 per cent) for staff in the Professional category.

98. Four departments/offices (UNCC, DGAACS, ECA and DDA) will have to plan the replacement of between 25 and 50 per cent of their present staff due for retirement. Twenty-one departments (UNOG, DPKO/FALD, UNCTAD, UNOV, DESA, ESCAP, DM/OHRM, DPI, ECE, UNON, DPA, ECLAC, ESCWA, UNCHS, OSG, OIOS, DM/OCSS, DM/OPPBA, OLA, HC/CHR and DM/OUSG) will need to plan the replacement of between 10 and 25 per cent of current staff. Five departments (DPKO, CICP, UNEP, UNDCP and OCHA) expect to plan the replacement of between 1 and 10 per cent of their current staff.

99. Nine countries[18] will see more than half of their nationals retire, thirty-seven countries[19] between 25 and 50 per cent; forty-five countries[20] between 10 and 25 per cent and 12 countries[21] by less than 10 per cent. Fifty-eight countries will have no retirements in the next five years among their nationals. Twenty-four countries are unrepresented.

2. Observations

100. The fact that Directors and Professionals are retiring during the period of 1998 to 2002 in numbers higher than their present share in the staff population opens up important replacement prospects in these categories, which should be carefully integrated in personnel replacement plans.

101. The fact that more male than female staff are retiring presents greater replacement possibilities for filling of vacancies by female staff and increased female staff deployment towards the goal of gender equality. This challenge is crucial in the categories of Directors and Professionals (85 per cent male versus 15 per cent female retirees among Directors; 69 per cent male versus 31 per cent female retirees among Professionals).

102. Monitoring the expected retirement of staff at the P5, D1 and D2 grades is important to forecast replacement requirements. In particular:

(a) By the end of 1998, the Organization will need to replace 24 retiring directors (21 subject to geographical distribution) and 24 senior officers (15 subject to geographical distribution);

(b) By the end of 1999, the Organization will have to replace an additional 23 retiring directors (19 subject to geographical distribution) and 41 senior officers (30 subject to geographical distribution);

(c) By the end of the year 2000, the Organization will have to replace an additional 23 retiring directors (20 subject to geographical distribution) and 41 senior officers (31 subject to geographical distribution);

(d) By the end of 2001, the Organization will have to replace an additional 28 retiring directors (25 subject to geographical distribution) and 48 senior officers (32 subject to geographical distribution);

Figure 15: Anticipated retirements 1998-2002 (30 June 1998 - Appointments of one year or more)

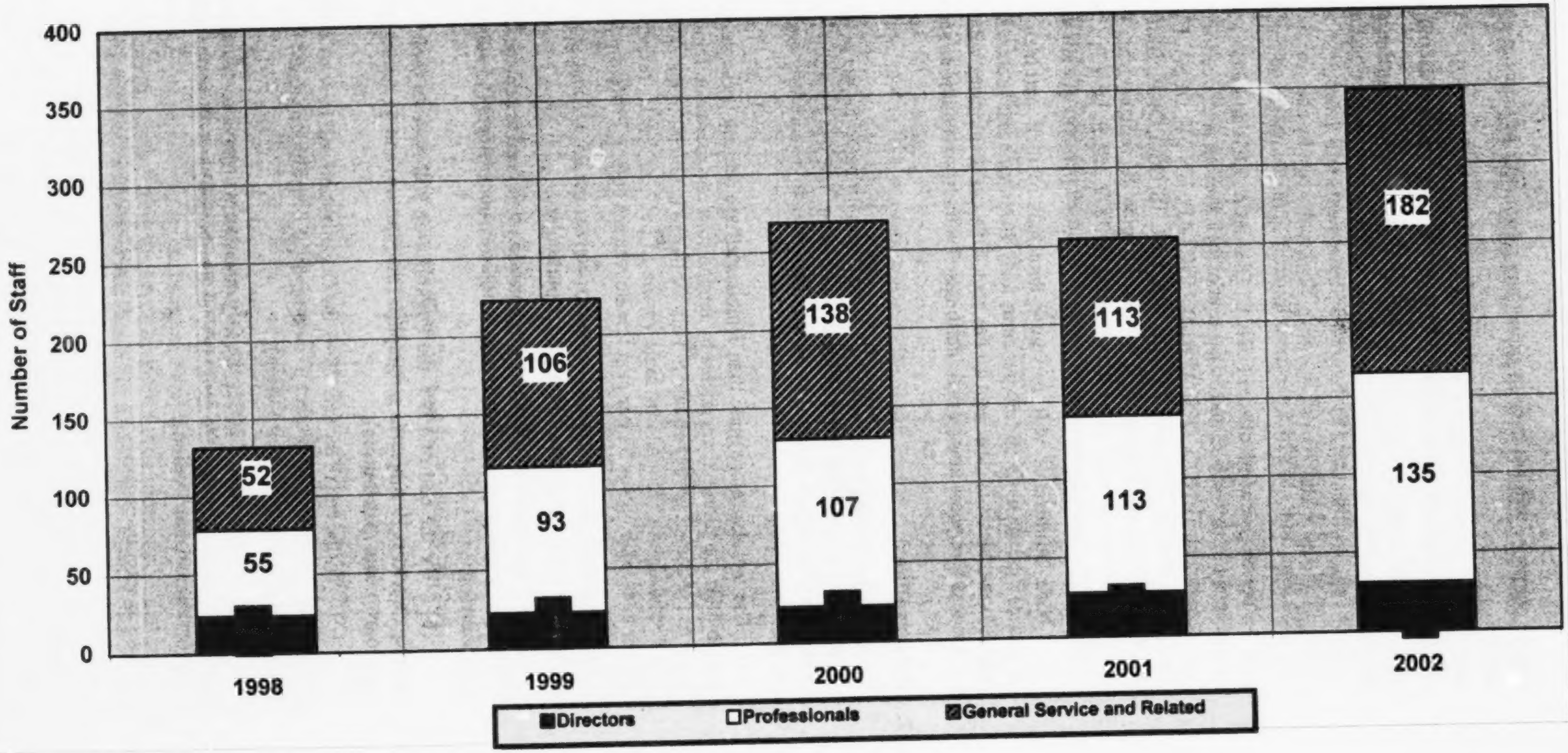
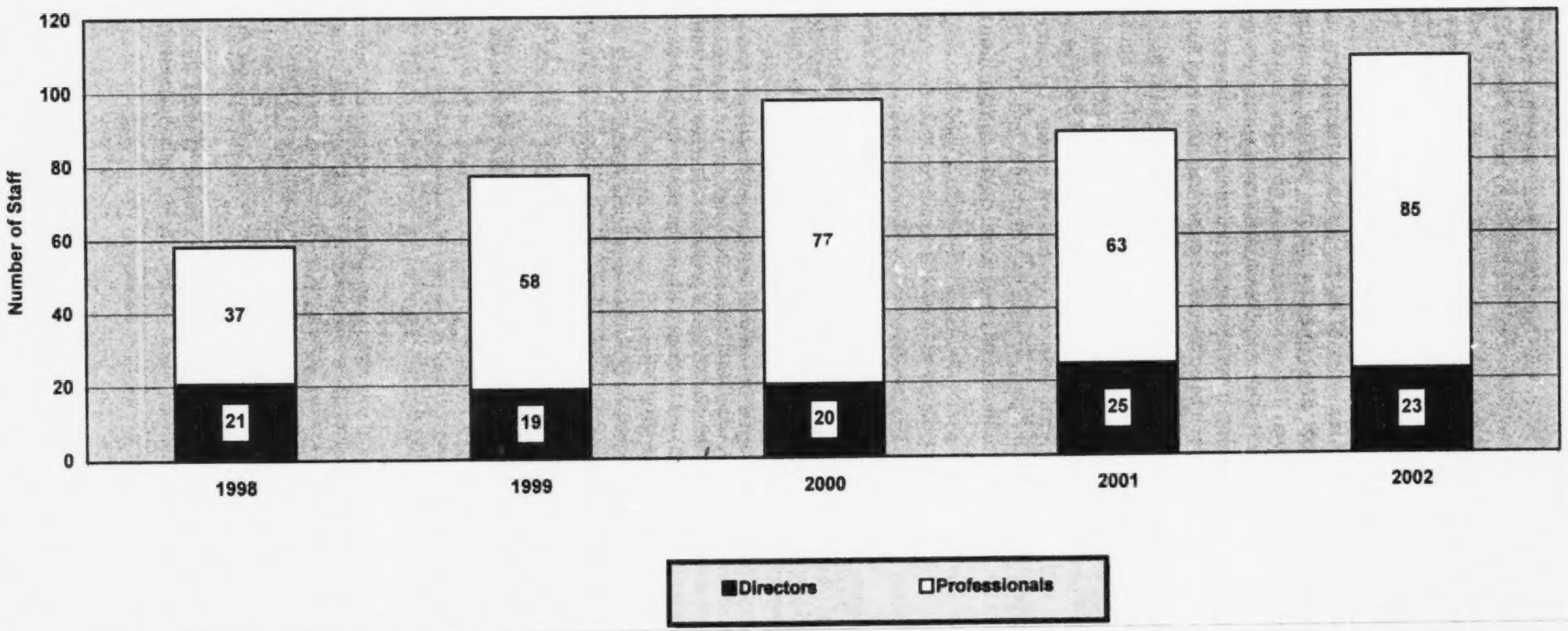


Figure 16: Anticipated retirements of staff subject to geographical distribution 1998-2002
(30 June 1998 - population 2,400)



(e) By the end of 2002, the Organization will have to replace an additional 31 retiring directors (23 subject to geographical distribution) and 51 senior officers (33 subject to geographical distribution).

D. Conclusion

103. The improvement of the range of essential data in the present report provides the Organization with a better understanding of the staffing situation and significant developments in the workforce. This allows for more proactive human resource strategies, based on more complete and reliable information. Data management is essential for effective human resources management. It enables improved planning, allows for better operations management, and constitutes a basic tool for monitoring, follow-up and audit activities.

104. The improvement and extension of data in an integrated global database is an ongoing priority of the Organization. OHRM continues to participate fully in building the Integrated Management Information System as an integrated management instrument, and in September 1998, a project was initiated to record the skills of all active Secretariat staff. This skills inventory will provide global data on qualitative human resources elements. The Organization will continue to report on such improvements, and data on staff skills will be included in the next report of the Secretary-General on the composition of the Secretariat.

Notes

[1] Three appointments were of nationals of non-Member States.

[2] Section V of the report has a number of limitations because of the uneven quality of data (data cleansing and entry of previously unrecorded data) and the lack of an integrated worldwide IMIS database. The following two populations have been defined for analytical purposes:

Population #1: Comprises all Secretariat personnel, irrespective of sources of funding, holding an appointment of one year or more under the 100 series of the staff rules, with the exception of mission appointees, Field Service staff, technical assistance personnel (200 series staff), staff on appointments of limited duration (300 series staff) and language teachers. The size of this population as of 30 June is 10,786. It includes the following categories:

(a) Under-Secretaries-General (USG) and Assistant Secretaries-General (ASG);

(b) Directors (D2) and Principal Officers (D1) hereafter referred to as the Director category;

(c) Senior, First, Second, Associate and Assistant Officers (P5, P4, P3, P2 and P1) hereafter referred to as the Professional category;

(d) General Service (G1-G7) and related categories (Security Services and Trades and Crafts);

Population #2: All Secretariat staff, irrespective of sources of funding, in the Professional and Higher categories (4,164 staff). The number of staff in this population differs from the 4,252 staff listed in table 1 of annex I because of the exclusion of 200 series staff and staff on leave or on secondment (90 in total).

[3] In the reference period a number of new departments and offices were created under the reform programme of the Secretary-General. These organizational entities were either set up as new structures or as a result of restructuring of existing Departments or Offices. They comprise the Centre for International Crime Prevention (CICP), the Department for Disarmament Affairs (DDA), the Department of Economic and Social Affairs (DESA), the Department of General Assembly Affairs and Conference Services (DGAACS), the Office of the Co-Coordinator of Humanitarian Affairs (OCHA) and the United Nations Office of the Iraq Programme (UNOIP).

[4] Philippines, United Kingdom of Great Britain and Northern Ireland, Thailand, Russian Federation, Ethiopia, Chile, India, China, Austria, Canada, Germany, Egypt, Spain, Switzerland, Italy, Japan, Peru and Mexico.

[5] Jamaica, Trinidad and Tobago, Argentina, Lebanon, Australia, Colombia, Guyana, Ireland, Belgium, Jordan, Haiti, Brazil, Tunisia, Ghana, Sri Lanka, Myanmar, Uruguay, Nigeria and Senegal.

[6] Andorra, Azerbaijan, Brunei Darussalam, Kuwait, Lao People's Democratic Republic, Liechtenstein, Marshall Islands, Federated States of Micronesia, Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Solomon Islands, Tajikistan, Turkmenistan and Uzbekistan.

[7] In the present analysis, permanent appointments exclude staff on appointments that are, under other circumstances, assimilated with them (probationary appointments and appointments of indefinite duration); similarly, only fixed-term appointments with a duration of one year or more have been considered, which excludes short-term appointments.

[8] The Department for Economic and Social Affairs is the result of the restructuring and fusion of DESIPA, DDSMS and DPCSD. Staff members in DESA (569 people) in 1998 are 19.2 per cent below the aggregated total of the three previous Departments (705 people).

[9] Numbers refer to a total population of 10,786 staff, and are not to be confused with the number of unrepresented countries under the system of desirable ranges.

[10] The ageing rate is the ratio between the increase of average age over a reference year and the average age at the start of the reference year, for the same population.

[11] The promotion ratio indicates the relationship between the number of promotions over a reference year compared to the total number of active staff at the beginning of the reference period; it illustrates an aspect of the workforce mobility.

[12] The transfer ratio indicates the relation between the number of transfers over a reference year compared to the total number of active staff at the beginning of the reference period; it illustrates the level of transfers, as a part of workforce mobility.

[13] The number of future retirements as compared to the actual workforce number in an organization indicates the departure rate and the replacement needs of the organization.

[14] Madagascar, Israel, Afghanistan, Swaziland, Egypt, Somalia, Mauritius, Guatemala, Iceland, Czech Republic, Mali, Niger and Malta.

[15] Cameroon, Guinea, Algeria, Bolivia, Yemen, Malawi, Liberia, Zambia, Nicaragua, Argentina, Cuba, Switzerland, Bangladesh, Democratic Republic of the Congo, Sudan, Honduras, Côte d'Ivoire, Poland, Greece, Ethiopia, Burkina Faso, Malaysia, Chile, Iraq, Norway, Denmark, United Republic of Tanzania, Nigeria, Bahrain, Cyprus, Costa Rica, Paraguay, Grenada, Italy, United Kingdom of Great Britain and Northern Ireland, Ghana, Spain, Ireland, Rwanda, Panama, Sweden, Islamic Republic of Iran, Portugal, Colombia, France, Libyan Arab Republic, Lesotho, Gambia, Congo, Sri Lanka, Viet Nam, Austria, Ecuador, Sierra Leone, Yugoslavia, United States of America, Canada, China, Mexico, Germany, Bulgaria, Pakistan, Netherlands and Romania.

[16] Australia, Belgium Philippines, Guyana, Senegal, Uruguay, Finland, Jamaica, Jordan, Belarus, Ukraine, Thailand, Eritrea, Barbados, Trinidad and Tobago, Venezuela, Lebanon, Peru, India, Japan, Turkey, Russian Federation, Burundi, Tunisia, Brazil, Syrian Arab Republic, Dominican Republic, New Zealand and Togo.

[17] Uganda, Myanmar, Zimbabwe, Haiti, Kenya, Indonesia and Morocco.

[18] Fiji, United Arab Emirates, Madagascar, Bolivia, Mauritius, Algeria, Benin, Iraq and Somalia.

[19] Argentina, United Republic of Tanzania, Guinea, Zambia, Niger, Ethiopia, Democratic Republic of the Congo, Czech Republic, Austria, Malaysia, Bangladesh, Peru, Swaziland, Guatemala, Portugal, Paraguay, Nigeria, Uruguay, Malta, Poland, Afghanistan, Nicaragua, Côte d'Ivoire, Ghana, France, Myanmar, Malawi, Guyana, Switzerland, Eritrea, Egypt, Sierra Leone, Costa, Rica, Congo, Barbados, Burkina Faso, Cyprus.

[20] Chile, Cameroon, Canada, Jordan, Israel, Cuba, Denmark, Sudan, Mali, Australia, United States of America, Indonesia, Iceland, Viet Nam, Turkey, Gambia, Tunisia, Yemen, China, Sweden, Yugoslavia, Netherlands, Trinidad and Tobago, Belarus, Philippines, Uganda, Lesotho, Dominican Republic, Pakistan, Kenya, Iran (Islamic Republic of), United Kingdom of Great Britain and Northern Ireland, Italy, Zimbabwe, Sri Lanka, Colombia, Ukraine, Burundi, Morocco, Liberia, Germany, India, Greece, New Zealand and Russian Federation.

[21] Mexico, Belgium, Finland, Spain, Ireland, Bulgaria, Brazil, Thailand, Senegal, Jamaica, Japan and Lebanon.

Annex I

Statistical tables

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TABLE 1

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES WITH APPOINTMENTS FOR ONE YEAR OR MORE, BY APPOINTMENT STATUS AND REGION

(AS OF 30 JUNE 1998)

REGION APPOINTMENT STATUS	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
Geographical (1)	360	431	247	552	203	105	486	16	2400
Language (2)	116	130	158	233	76	36	103	8	860
Mission(3)	83	52	32	96	33	6	83	5	390
UNEP(4)	64	50	13	69	24	10	29	2	261
Inter-Agency(5)	2	4	3	3	2	1	8		23
Projects(6)	1	1			1		2		5
On leave(7)	1	9	2	22	5	2	12	1	54
Seconded(8)	2	8	1	14	2	1	4		32
Limited (9)	27	39	12	80	6	6	55	2	227
Total	656	724	468	1069	352	167	782	34	4252

1 - Staff subject to geographical distribution

2 - Staff with special language requirements.

3 - Staff specifically appointed for mission service.

4 - Staff specifically appointed for service with UNEP, UNCHS or UNON

5 - Staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis

6 - Staff detailed or assigned to a technical assistance project.

7 - Stafff on Special leave without pay.

8 - Staff on secondment to UNDP or other United Nations bodies.

9 - Appointment limited to an office such as UNCC, OIOS... (previously not listed)

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY OFFICE AND REGION

(AS OF 30 JUNE 1998)

REGION APPOINTMENT STATUS	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS(a)	146	246	137	248	78	37	332		1224
ECA	128	8	1	6	2		5		150
ECE	1	6	29	39	1	1	11	1	89
ECLAC	1	6	4	28	75	1	23		138
ESCAP	1	81	9	16	1	1	16	1	126
ESCWA	11	6	1	3	1	36	9	3	70
UNCTAD(b)	24	23	22	63	18	16	18	5	189
UNON(b)	6	11	5	22	4	6	11		65
UNOG(c)	30	30	24	84	16	6	37	6	233
UNOV/UNDCP	12	14	15	43	7	1	24		116
TOTAL	360	431	247	552	203	105	486	16	2400

a - Including information centres.

b - Including liason offices at other duty stations.

c - Including the Office of the Coordinator for Humanitarian Affairs and the Conference on Disarmament in Geneva.

TABLE 3

STAFF BY REGION, GRADE AND GENDER
(AS OF 30 JUNE 1998)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Africa	2		3		12	2	34	5	62	13	73	24	59	24	32	15			277	83	360	23.1%
Asia and the Pacific	7		2	1	8	3	19	10	40	20	61	49	57	58	45	51			239	192	431	44.5%
Eastern Europe	1				2		10		29	2	75	12	71	12	24	9			212	35	247	14.2%
Western Europe	7	1	2		15	5	37	15	80	27	88	50	81	72	35	37			345	207	552	37.5%
Latin America	3		5		3		11	5	23	11	32	22	19	18	32	19			128	75	203	36.9%
Middle East	1				1	2	10	4	16	9	28	8	8	11	5	2			69	36	105	34.3%
North America and the Caribbean	1	1		2	9	2	28	21	49	55	73	76	53	56	20	40			233	253	486	52.1%
Others					1				6	2	5			2					12	4	16	25.0%
Subtotal	22	2	12	3	51	14	149	60	305	139	435	241	348	253	193	173			1515	885	2400	36.9%
	91.7%	8.3%	80.0%	20.0%	78.5%	21.5%	71.3%	28.7%	68.7%	31.3%	64.3%	35.7%	57.9%	42.1%	52.7%	47.3%			63.1%	36.9%		
Total	24		15		65		209		444		676		601		366				2400			

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Africa									14	3	41	9	28	9	10	2			93	23	116	19.8%
Asia and the Pacific									13	5	39	8	43	18	1	3			96	34	130	26.2%
Eastern Europe									20		56	2	76	1	1	2			153	5	158	3.2%
Western Europe									21	25	45	58	25	48	4	7			95	138	233	59.2%
Latin America									7	7	10	18	15	17	1	1			33	43	76	56.6%
Middle East									5		8	4	8	7	2	2			23	13	36	36.1%
North America and the Caribbean									6	7	23	21	14	26	2	4			45	58	103	56.3%
Others										1	3	3	1						4	4	8	50.0%
Subtotal									86	48	225	123	210	126	21	21			542	318	860	37.0%
									64.2%	35.8%	64.7%	35.3%	62.5%	37.5%	50.0%	50.0%			63.0%	37.0%		
Total									134		348		336		42				860			

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Subtotal	22	2	12	3	51	14	149	60	391	187	660	364	558	379	214	194			2057	1203	3260	36.9%
	91.7%	8.3%	80.0%	20.0%	78.5%	21.5%	71.3%	28.7%	67.6%	32.4%	64.5%	35.5%	59.6%	40.4%	52.5%	47.5%			63.1%	36.9%		
Grand Total	24		15		65		209		578		1024		937		408				3260			

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 1998)

Country of Nationality	Total Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/98		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Afghanistan	8										3		3		1							7	6.15	1-14
Albania	1														1							1	5.75	1-14
Algeria	12	2					1		4		5	1			2						1	13	7.93	3-14
Andorra																							5.68	1-14
Angola	1												1									1	6.02	1-14
Antigua and Barbuda	2	2								1											1	1	5.65	1-14
Argentina	19	8					1		1		5	3	2	4		2	1				9	19	17.40	13-22
Armenia	2																4					4	6.09	1-14
Australia	32	13					1		4	1	5	3	5	5	3	2	1	2			13	32	27.07	22-32
Austria	17	8							1	1	5	1	2		2	6		1			9	19	19.18	14-24
Azerbaijan																							6.65	2-14
Bahamas	5	4								1							1	3			4	5	5.84	1-14
Bahrain	1	1																					5.89	1-14
Bangladesh	11								3		5		1		2							11	8.49	4-14
Barbados	4	3									1	2		1							3	4	5.74	1-14
Belarus	12										2		6		4							12	8.20	3-14
Belgium	21	7					1		2	1	5	3	4	2		2	2				8	22	21.52	17-26
Belize	1														1							1	5.64	1-14
Benin	7	1							1		1		2		2	1					1	7	5.78	1-14
Bhutan	4												2		1		1					4	5.68	1-14
Bolivia	3	1							1						1	1					1	3	5.91	1-14
Bosnia and Herzegovina																							5.80	1-14
Botswana	2	2																2			2	2	5.80	1-14
Brazil	32	12	2						1	1		1	5	3	6	3	4	1			9	27	30.85	26-36
Brunei Darussalam																							5.91	1-14
Bulgaria	9	1									2		5	1	3	1		1			3	13	6.45	2-14
Burkina Faso	7	2					1			1	3		1			1	1				2	8	5.89	1-14
Burundi	9	2											3	1			3	1			2	8	5.77	1-14
Cambodia	2	1											1			1					1	2	5.88	1-14
Cameroon	16	4							2		1	1	8		2	3					4	17	6.13	1-14
Canada	55	20		1				1	3	1	8	3	15	7	5	6	1	1			20	52	46.70	40-54
Cape Verde	3												1		1		1					3	5.64	1-14
Central African Republic	3												1		1		1					3	5.73	1-14
Chad	3										1		1		1							3	5.78	1-14
Chile	31	12			2				3	1		2	1	1	1	1	10	7			12	29	7.56	3-14
China	43	18	1				2		3	2	4	4	7	5	4	3		5			19	40	46.46	39-53
Colombia	7	2	1								3		1		1	1					1	7	7.97	3-14
Comoros	1												1									1	5.65	1-14

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 1998)

Country of Nationality	Total Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/98		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Congo	4										1		1		2							4	5.73	1-14
Costa Rica	3	1							1		1				1	1					1	4	5.94	1-14
Cote d'Ivoire	11	2									1		4	2	4						2	11	6.13	1-14
Croatia	4	3												1		2	1				3	4	6.52	2-14
Cuba	9	2					1						2		2	1	2	1			2	9	6.43	2-14
Cyprus	4		1						2						1							4	6.13	1-14
Czech Republic	9	3									2		1	2	1	1	1				3	8	8.27	3-14
Democratic People's Republic of Korea																	2					2	6.57	2-14
Democratic Republic of the Congo	9	2									1		3	1	2	1					2	8	6.80	2-14
Denmark	14	4							1		1	1		1	3	1	1				3	9	15.57	11-20
Djibouti	1														1							1	5.65	1-14
Dominica	2	2												1				1			2	2	5.64	1-14
Dominican Republic	6	2									1		2	2			1				2	6	6.03	1-14
Ecuador	4	1										1			2		1	1			2	5	6.20	1-14
Egypt	12	2	1				1	1	4		1	1	2			1					3	12	7.98	3-14
El Salvador	4												2				4	1			1	7	5.92	1-14
Equatorial Guinea	2														1		1					2	5.65	1-14
Eritrea	2												1		1		1	1			1	4	5.71	1-14
Estonia	3	1													1		1	1			1	3	5.98	1-14
Ethiopia	27	8							1		1		2	1	5	1	8	4			6	23	7.05	2-14
Fiji	2								1													1	5.70	1-14
Finland	12	4							1		2		2	2	1	3					5	11	13.43	9-18
France	96	40	2				2	2	6	3	16	4	9	16	19	10	1	6			41	96	99.81	85-115
Gabon	2														2							2	5.90	1-14
Gambia	6	1					1		2		2											5	5.66	1-14
Georgia	3														2							2	6.57	2-14
Germany	131	45	2				1	2	6	3	21	3	26	7	17	15	9	10			40	122	145.19	123-167
Ghana	10	3	1						2		2		1	3	1	1					4	11	6.13	1-14
Greece	10	7										2	3	2		1		1			6	9	11.12	6-16
Grenada	3																2					2	5.64	1-14
Guatemala	7	1									2		1	1	2						1	6	6.14	1-14
Guinea	6	1					1				1				1	1	1				1	5	5.84	1-14
Guinea-Bissau	1																1					1	5.66	1-14
Guyana	15	9					2		1	2	1	2	1	2				1			7	12	5.65	1-14
Haiti	5	3			1					1							1	1			2	4	5.82	1-14
Honduras	2														1		1					2	5.82	1-14

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 1998)

Country of Nationality	Total Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/98		Mid-Point	Desi-rable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Hungary	7	1											2	1	2		2				1	7	7.55	3-14
Iceland	5								1				2		1		1					5	6.09	1-14
India	44	15	2				1		1		4	2	7	4	9	4	5	3			13	42	31.30	26-36
Indonesia	6	2	1						1						1	1	1				1	5	12.60	8-17
Iran (Islamic Republic of)	14	7								1	2	3	3	2	1	1					7	13	11.34	7-16
Iraq	9	2							2		1	1	3			1	1				2	9	7.33	3-14
Ireland	12	5		1					2		1	2	1	2	1	2	1				7	13	8.89	4-14
Israel	11	5							1	1	1	1	1	2	1		1				4	9	10.46	6-15
Italy	64	24	1		1		3		3	2	8	5	7	2	10	8	7	5			22	62	84.06	71-97
Jamaica	14	7				1							2	1	3	4	1	2			8	14	5.76	1-14
Japan	104	57	1		1			2	2	2	4	2	13	9	15	20	12	21			56	104	265.60	226-305
Jordan	18	4							1		1		6		1	3	1				3	13	5.86	1-14
Kazakhstan																							7.77	3-14
Kenya	13	4							2		5		2	2		1		1			4	13	6.44	2-14
Kuwait																							7.86	3-14
Kyrgyzstan																							5.94	1-14
Lao People's Democratic Republic																							5.75	1-14
Latvia																	2	1			1	3	6.34	2-14
Lebanon	17	5									5	1	3	1	1	3	1				5	15	5.92	1-14
Lesotho	6	4										1	1	1	1	1		1			4	6	5.70	1-14
Liberia	9	4									2	1	1	1	1	1		1			4	8	5.71	1-14
Libyan Arab Jamahiriya	5										2		2									4	8.04	3-14
Liechtenstein																							5.69	1-14
Lithuania	3	2												1			1	2			3	4	6.35	2-14
Luxembourg	3	1													1	1					1	2	6.57	2-14
Madagascar	7	1									1		4	1			1				1	7	6.01	1-14
Malawi	8	1									2	1	2		3						1	8	5.88	1-14
Malaysia	8	3				1			1	1	4	1	1	2							5	11	8.49	4-14
Maldives																							5.64	1-14
Mali	9							1			3		1		3		1				1	9	5.92	1-14
Malta	4								2		1											3	5.83	1-14
Marshall Islands																							5.64	1-14
Mauritania	4										1				3							4	5.69	1-14
Mauritius	8				1		2				4				1							8	5.78	1-14
Mexico	21	10									5	2	4	4		3	2	1			10	21	21.27	16-26
Micronesia (Federated States of)																							5.64	1-14

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 1998)

Country of Nationality	Total Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/98		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Monaco																							5.67	1-14
Mongolia	3	2														1	1	1			2	3	5.70	1-14
Morocco	8	3							2		1	1	2	1		1					3	8	6.83	2-14
Mozambique																							6.05	1-14
Myanmar	5	1								1	1		1		1						1	4	6.79	2-14
Namibia	2	1															2	1			1	3	5.76	1-14
Nepal	8										3		4									7	6.16	1-14
Netherlands	32	6					2		1		3		9	1	8	2	1	1			4	28	29.13	24-34
New Zealand	9	5						1	1	1	1	1			1	2	1				5	9	8.86	4-14
Nicaragua	7	4							1			1	1				1	3			4	7	5.75	1-14
Niger	5	3								1	1	1			1			1			3	5	5.87	1-14
Nigeria	17	4							2	1	5		2		2	2	1				3	15	9.23	4-14
Norway	6	3											2	1	1	1					2	5	14.37	10-19
Oman	2	1					1			1											1	2	6.39	2-14
Pakistan	17	4	1				2		1		1	1	6	1	2	2	1	1			5	19	9.52	5-14
Palau																							5.64	1-14
Panama	2						1								1			1			1	3	5.91	1-14
Papua New Guinea	3														2		1					3	5.82	1-14
Paraguay	3	1								1			1				1				1	3	5.93	1-14
Peru	17	6			1					1	4		3	3	1	2	2				6	17	7.38	3-14
Philippines	68	38								1	5	4	8	17	8	8	7	8			38	66	8.35	4-14
Poland	13	1									3	1	6		3		1				1	14	10.09	5-15
Portugal	7	3										1	1	1			2	1			3	6	11.11	6-16
Qatar	1								1						1							2	6.11	1-14
Republic of Korea	15	7			1									1	4	3	4	4			8	17	20.31	16-25
Republic of Moldova																							6.33	2-14
Romania	4												1				2					3	7.59	3-14
Russian Federation	129	14	1				1		8		16	1	43	6	41	5	3	3			15	128	50.06	43-58
Rwanda	5	2												1	1		3				1	5	5.77	1-14
Saint Kitts and Nevis	6	4														1	2	3			4	6	5.64	1-14
Saint Lucia	3	1								1			1		1	1					2	4	5.64	1-14
Saint Vincent and the Grenadines	4	2											1	1	1		1	1			2	5	5.64	1-14
Samoa	1														1							1	5.64	1-14
San Marino																							5.65	1-14
Sao Tome and Principe																							5.64	1-14
Saudi Arabia	8	5						1		1			1	2			1	1			5	7	14.54	10-19
Senegal	14	5			1		2		1			1	2	2	3	2					5	14	5.90	1-14

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 1998)

Country of Nationality	Total Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/98		Mid-Point	Desirable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Seychelles	2												1		1							2	5.65	1-14
Sierra Leone	10	2							1		1	1	3	1	1						2	8	5.73	1-14
Singapore	9	6					1			1	1	2	1			2	1				5	9	8.08	3-14
Slovakia	5												1		3		1					5	6.50	2-14
Slovenia	1										1											1	6.52	2-14
Solomon Islands																							5.64	1-14
Somalia	8	2							1		2	1	1	1	2						2	8	5.86	1-14
South Africa	5	3												1	1	1	3	1			3	7	11.80	7-17
Spain	38	17					1		1	1	1	1	7	2	7	5	5	7			16	38	43.28	37-50
Sri Lanka	7	3	1				1							2	1		1	1			3	7	6.22	1-14
Sudan	10	1							1		2		3		2		1					9	6.37	2-14
Suriname	1	1											1			1					1	2	5.69	1-14
Swaziland	1								1						1			1			1	3	5.67	1-14
Sweden	21	9	1				2		1	2	3	1	3	5	1	1	1				9	21	21.54	17-26
Syrian Arab Republic	9	3									1		3		1	2		1			3	8	6.84	2-14
Tajikistan																							5.87	1-14
Thailand	28	16							1		1		2	3	2	8	6	4			15	27	9.24	4-14
The former Yugoslav Republic of Macedonia	1																1	1			1	2	5.74	1-14
Togo	5								1				3				1					5	5.75	1-14
Trinidad and Tobago	19	11								1		1	4	3			2	6			11	17	5.91	1-14
Tunisia	14	3			1		1		1	1	2		3				1				1	10	6.23	1-14
Turkey	11	4						1	2		2	2	2			1					4	10	13.34	9-18
Turkmenistan																							5.94	1-14
Uganda	13	6					1		1	1	2		2	1		4					6	12	6.13	1-14
Ukraine	23	1							1		2		9		8	1	1				1	22	16.48	12-21
United Arab Emirates	1	1												1							1	1	8.20	3-14
United Kingdom of Great Britain and Northern Ireland	79	31	1		1		3	1	9	2	13	3	10	6	9	14	4	5			31	81	79.54	68-91
United Republic of Tanzania	12	4					1		2		2	2	2	2		1					5	12	6.38	2-14
United States of America	375	196	1			1	7	1	24	14	39	47	49	60	42	44	10	22			189	361	369.17	314-425
Uruguay	10	1							2		2		4	1							1	9	6.40	2-14
Uzbekistan																							7.24	2-14
Vanuatu																							5.64	1-14
Venezuela	12	8			1				1			1	2	3		2	1	2			8	13	9.49	5-14
Viet Nam	4	2									1		2			1		1			2	5	7.47	3-14
Yemen	6	1							1			1	3								1	5	6.13	1-14
Yugoslavia	10	1					1		1		1		1		2	2	3				2	11	6.72	2-14

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, GRADE AND GENDER (AS OF 30 JUNE 1998)

Country of Nationality	Total Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/6/98		Mid-Point	Desi-rable Range
	Total	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Zambia	6								1		3				1							5	5.85	1-14
Zimbabwe	8	2							1				3	1	2						1	7	6.02	1-14
Subtotal	*2448*	*898*	*22*	*2*	*12*	*3*	*50*	*14*	*149*	*60*	*299*	*137*	*430*	*241*	*348*	*251*	*193*	*173*			*881*	*2384*		
Others																								
Stateless	4										1		2									3		
Switzerland	9	3					1				5	2	2			2					4	12		
Tuvalu													1									1		
Subtotal	*13*	*3*					*1*				*6*	*2*	*5*			*2*					*4*	*16*		
Total	2461	901	22	2	12	3	51	14	149	60	305	139	435	241	348	253	193	173			885	2400		

* The number of female staff is included in the total

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
A. BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1997 and 30 June 1998)

Country of Nationality	30 June 1997					30 June 1998				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Afghanistan	7		1	8	12.5%	6		1	7	14.3%
Albania			1	1	100.0%			1	1	100.0%
Algeria	12			12	0.0%	11		2	13	15.4%
Andorra										
Angola	1			1	0.0%	1			1	0.0%
Antigua and Barbuda	2			2	0.0%	1			1	0.0%
Argentina	15		4	19	21.1%	14		5	19	26.3%
Armenia		2		2	0.0%	1	3		4	0.0%
Australia	20		12	32	37.5%	19		13	32	40.6%
Austria	15		2	17	11.8%	15		4	19	21.1%
Azerbaijan										
Bahamas	2	3		5	0.0%	4	1		5	0.0%
Bahrain			1	1	100.0%					
Bangladesh	8		3	11	27.3%	7		4	11	36.4%
Barbados	4			4	0.0%	4			4	0.0%
Belarus	11		1	12	8.3%	11		1	12	8.3%
Belgium	16		5	21	23.8%	16		6	22	27.3%
Belize	1			1	0.0%	1			1	0.0%
Benin	4		3	7	42.9%	4		3	7	42.9%
Bhutan	4			4	0.0%	4			4	0.0%
Bolivia	2		1	3	33.3%	2		1	3	33.3%
Bosnia and Herzegovina										
Botswana			2	2	100.0%			2	2	100.0%
Brazil	23		9	32	28.1%	17		10	27	37.0%
Brunei Darussalam										
Bulgaria	5		4	9	44.4%	5		8	13	61.5%
Burkina Faso	3		4	7	57.1%	3		5	8	62.5%
Burundi	8		1	9	11.1%	7		1	8	12.5%
Cambodia	1		1	2	50.0%	1		1	2	50.0%
Cameroon	7		9	16	56.3%	8		9	17	52.9%
Canada	29	1	25	55	45.5%	28	1	23	52	44.2%
Cape Verde	2	1		3	0.0%	3			3	0.0%
Central African Republic	3			3	0.0%	3			3	0.0%
Chad	3			3	0.0%	3			3	0.0%
Chile	27		4	31	12.9%	26		3	29	10.3%
China	22	1	20	43	46.5%	20	3	17	40	42.5%
Colombia	4		3	7	42.9%	4		3	7	42.9%
Comoros	1			1	0.0%	1			1	0.0%
Congo	3		1	4	25.0%	3		1	4	25.0%
Costa Rica	2		1	3	33.3%	2		2	4	50.0%
Cote d'Ivoire	10		1	11	9.1%	10		1	11	9.1%
Croatia	2	1	1	4	25.0%	3		1	4	25.0%
Cuba	7		2	9	22.2%	6		3	9	33.3%
Cyprus	2		2	4	50.0%	2		2	4	50.0%
Czech Republic	6		3	9	33.3%	5		3	8	37.5%
Democratic People's Republic of Korea							2		2	0.0%

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
A. BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1997 and 30 June 1998)

Country of Nationality	30 June 1997					30 June 1998				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Democratic Republic of the Congo	7		2	9	22.2%	6		2	8	25.0%
Denmark	9		5	14	35.7%	7		2	9	22.2%
Djibouti			1	1	100.0%			1	1	100.0%
Dominica		1	1	2	50.0%		1	1	2	50.0%
Dominican Republic	6			6	0.0%	6			6	0.0%
Ecuador	2	1	1	4	25.0%	3		2	5	40.0%
Egypt	7		5	12	41.7%	6		6	12	50.0%
El Salvador	3	1		4	0.0%	3	4		7	0.0%
Equatorial Guinea	2			2	0.0%	2			2	0.0%
Eritrea	1		1	2	50.0%	1	2	1	4	25.0%
Estonia	1	2		3	0.0%	2	1		3	0.0%
Ethiopia	22		5	27	18.5%	20		3	23	13.0%
Fiji			2	2	100.0%			1	1	100.0%
Finland	7		5	12	41.7%	6		5	11	45.5%
France	71	1	24	96	25.0%	68	3	25	96	26.0%
Gabon	1		1	2	50.0%	2			2	0.0%
Gambia	4		2	6	33.3%	5			5	0.0%
Georgia	1		2	3	66.7%			2	2	100.0%
Germany	105	11	15	131	11.5%	104	6	12	122	9.8%
Ghana	4		6	10	60.0%	4		7	11	63.6%
Greece	10			10	0.0%	9			9	0.0%
Grenada	2	1		3	0.0%	2			2	0.0%
Guatemala	3		4	7	57.1%	3		3	6	50.0%
Guinea	3		3	6	50.0%	3		2	5	40.0%
Guinea-Bissau			1	1	100.0%			1	1	100.0%
Guyana	14		1	15	6.7%	12			12	0.0%
Haiti	3	1	1	5	20.0%	3		1	4	25.0%
Honduras	2			2	0.0%	2			2	0.0%
Hungary	4		3	7	42.9%	3	1	3	7	42.9%
Iceland	5			5	0.0%	5			5	0.0%
India	29		15	44	34.1%	29		13	42	31.0%
Indonesia	3	1	2	6	33.3%	3		2	5	40.0%
Iran (Islamic Republic of)	11		3	14	21.4%	10		3	13	23.1%
Iraq	6		3	9	33.3%	6		3	9	33.3%
Ireland	8		4	12	33.3%	9		4	13	30.8%
Israel	9		2	11	18.2%	8		1	9	11.1%
Italy	49	1	14	64	21.9%	43	4	15	62	24.2%
Jamaica	13		1	14	7.1%	13		1	14	7.1%
Japan	73	18	13	104	12.5%	79	12	13	104	12.5%
Jordan	10		7	18	38.9%	8		5	13	38.5%
Kazakhstan										
Kenya	9		4	13	30.8%	8		5	13	38.5%
Kuwait										
Kyrgyzstan										
Lao People's Democratic Republic										
Latvia							2	1	3	33.3%

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

A. BY NATIONALITY AND TYPE OF APPOINTMENT

(as of 30 June 1997 and 30 June 1998)

Country of Nationality	30 June 1997					30 June 1998				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Lebanon	15		2	17	11.8%	14		1	15	6.7%
Lesotho	5		1	6	16.7%	5		1	6	16.7%
Liberia	8		1	9	11.1%	8			8	0.0%
Libyan Arab Jamahiriya	4		1	5	20.0%	4			4	0.0%
Liechtenstein										
Lithuania	2	1		3	0.0%	3		1	4	25.0%
Luxembourg	3			3	0.0%	2			2	0.0%
Madagascar	7			7	0.0%	7			7	0.0%
Malawi	5		3	8	37.5%	5		3	8	37.5%
Malaysia	8			8	0.0%	8		3	11	27.3%
Maldives										
Mali	7		2	9	22.2%	6		3	9	33.3%
Malta	3		1	4	25.0%	3			3	0.0%
Marshall Islands										
Mauritania	3		1	4	25.0%	3		1	4	25.0%
Mauritius	7		1	8	12.5%	7		1	8	12.5%
Mexico	16		5	21	23.8%	16		5	21	23.8%
Micronesia (Federated States of)										
Monaco										
Mongolia	2	1		3	0.0%	2	1		3	0.0%
Morocco	8			8	0.0%	8			8	0.0%
Mozambique										
Myanmar	5			5	0.0%	4			4	0.0%
Namibia	1	1		2	0.0%	1	1	1	3	33.3%
Nepal	5		3	8	37.5%	4		3	7	42.9%
Netherlands	24		8	32	25.0%	23		5	28	17.9%
New Zealand	9			9	0.0%	9			9	0.0%
Nicaragua	6		1	7	14.3%	6		1	7	14.3%
Niger	2		3	5	60.0%	2		3	5	60.0%
Nigeria	9		8	17	47.1%	9		6	15	40.0%
Norway	6			6	0.0%	5			5	0.0%
Oman	2			2	0.0%	2			2	0.0%
Pakistan	7		10	17	58.8%	7		12	19	63.2%
Palau										
Panama	1		1	2	50.0%	1	1	1	3	33.3%
Papua New Guinea	2	1		3	0.0%	2	1		3	0.0%
Paraguay	2	1		3	0.0%	3			3	0.0%
Peru	15		2	17	11.8%	14		3	17	17.6%
Philippines	65		3	68	4.4%	61		5	66	7.6%
Poland	6		7	13	53.8%	6	1	7	14	50.0%
Portugal	4	2	1	7	14.3%	5		1	6	16.7%
Qatar			1	1	100.0%			2	2	100.0%
Republic of Korea	10	4	1	15	6.7%	13	2	2	17	11.8%
Republic of Moldova										
Romania	3		1	4	25.0%	3			3	0.0%
Russian Federation	71		58	129	45.0%	73		55	128	43.0%
Rwanda		2	3	5	60.0%	1	3	1	5	20.0%

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
A. BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1997 and 30 June 1998)

Country of Nationality	30 June 1997					30 June 1998				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Saint Kitts and Nevis	2	2	2	6	33.3%	2	2	2	6	33.3%
Saint Lucia	2		1	3	33.3%	2		2	4	50.0%
Saint Vincent and the Grenadines	3		1	4	25.0%	3		2	5	40.0%
Samoa	1			1	0.0%	1			1	0.0%
San Marino										
Sao Tome and Principe										
Saudi Arabia	7		1	8	12.5%	6		1	7	14.3%
Senegal	9		5	14	35.7%	9		5	14	35.7%
Seychelles	2			2	0.0%	2			2	0.0%
Sierra Leone	7		3	10	30.0%	5		3	8	37.5%
Singapore	9			9	0.0%	9			9	0.0%
Slovakia	5			5	0.0%	5			5	0.0%
Slovenia	1			1	0.0%	1			1	0.0%
Solomon Islands										
Somalia	6		2	8	25.0%	6		2	8	25.0%
South Africa	3		2	5	40.0%	3	4		7	0.0%
Spain	26	3	9	38	23.7%	21	6	11	38	28.9%
Sri Lanka	4		3	7	42.9%	3		4	7	57.1%
Sudan	7		3	10	30.0%	7		2	9	22.2%
Suriname			1	1	100.0%	1		1	2	50.0%
Swaziland			1	1	100.0%			3	3	100.0%
Sweden	13		8	21	38.1%	13		8	21	38.1%
Syrian Arab Republic	4		5	9	55.6%	5		3	8	37.5%
Tajikistan										
Thailand	23		5	28	17.9%	22		5	27	18.5%
The Former Yugoslav Republic of Macedonia			1	1	100.0%		2		2	0.0%
Togo	3		2	5	40.0%	3		2	5	40.0%
Trinidad and Tobago	14		5	19	26.3%	11		6	17	35.3%
Tunisia	10		4	14	28.6%	7		3	10	30.0%
Turkey	10		1	11	9.1%	9		1	10	10.0%
Turkmenistan										
Uganda	7		6	13	46.2%	6		6	12	50.0%
Ukraine	18		5	23	21.7%	17	1	4	22	18.2%
United Arab Emirates	1			1	0.0%	1			1	0.0%
United Kingdom of Great Britain and Northern Ireland	57		22	79	27.8%	54		27	81	33.3%
United Republic of Tanzania	12			12	0.0%	12			12	0.0%
United States of America	270	6	99	375	26.4%	254	10	97	361	26.9%
Uruguay	4		6	10	60.0%	3		6	9	66.7%
Uzbekistan										
Vanuatu										
Venezuela	6	3	3	12	25.0%	9		4	13	30.8%
Viet Nam	2	1	1	4	25.0%	4		1	5	20.0%
Yemen	6			6	0.0%	5			5	0.0%
Yugoslavia	8		2	10	20.0%	8		3	11	27.3%

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
A. BY NATIONALITY AND TYPE OF APPOINTMENT
(as of 30 June 1997 and 30 June 1998)

Country of Nationality	30 June 1997					30 June 1998				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Zambia	6			6	0.0%	5			5	0.0%
Zimbabwe	5		3	8	37.5%	4		3	7	42.9%
Subtotal	*1744*	*76*	*627*	*2448*	*25.6%*	*1677*	*81*	*626*	*2384*	*26.3%*
Palestine										
Stateless	3		1	4	25.0%	2		1	3	33.3%
Switzerland	8		1	9	11.1%	7		5	12	41.7%
Tuvalu								1	1	100.0%
Subtotal	*11*	*0*	*2*	*13*	*15.4%*	*9*	*0*	*7*	*16*	*43.8%*
Total	*1755*	*76*	*629*	*2461*		*1686*	*81*	*633*	*2400*	*26.4%*

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
B. BY REGION AND TYPE OF APPOINTMENT
(as of 30 June 1997 and 30 June 1998)

Region	30 June 1997					30 June 1998				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Africa	260	4	107	**371**	**0.2884**	249	10	101	**360**	**0.2806**
Asia and the Pacific	312	27	94	**433**	**0.2171**	311	21	99	**431**	**0.2297**
Eastern Europe	144	6	89	**239**	**0.3724**	146	11	90	**247**	**0.3644**
Western Europe	431	18	123	**572**	**0.215**	408	19	125	**552**	**0.2264**
Latin America	149	7	49	**205**	**0.239**	144	5	54	**203**	**0.266**
Middle East	90		29	**120**	**0.2417**	82		23	**105**	**0.219**
North America and the Caribbean	358	14	136	**508**	**0.2677**	337	15	134	**486**	**0.2757**
Others	11		2	**13**	**0.1538**	9		7	**16**	**0.4375**
Total	**1755**	**76**	**629**	**2461**	**25.6%**	**1686**	**81**	**633**	**2400**	**26.4%**

TABLE 6

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

A. BY NATIONALITY, GRADE AND GENDER
(1 July 1997 - 30 June 1998)

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Algeria													1						1	
Armenia															2				2	
Australia									1			1	1						3	1
Brazil	1																		1	
Bulgaria											1	1							2	1
Cameroon											1								1	
Canada		1											1	1					3	2
China																3			3	3
Colombia	1																		1	
Costa Rica							1												1	
Democratic People's Republic of Korea															2				2	
Ecuador																1			1	1
Egypt										1									1	1
El Salvador															3	1			4	1
Eritrea															1	1			2	1
Finland														1					1	1
France							1					1		1					3	2
Germany	1														1	2			4	2
Hungary													1						1	
Ireland		1								1									2	2
Italy	1								1				1	1	2	1			7	2
Japan	1		1			1								1	2	1			7	3
Kenya									1										1	
Latvia															2	1			3	1
Lithuania												1							1	1
Malaysia				1				1	1										3	2
Mali						1													1	1
Peru													1						1	
Poland									1				1						2	
Qatar							1												1	
Republic of Korea			1													1			2	1
Rwanda															1				1	
Saint Lucia								1											1	1
Senegal					1														1	
South Africa															3	1			4	1
Spain											1				2	2			5	2
Sri Lanka	1																		1	
Swaziland							1									1			2	1
Sweden					1		1												2	
The Former Yugoslav Republic of Macedonia																1			1	1
Ukraine															1				1	
United Kingdom of Great Britain and Northern Ireland													2						2	
United States of America									1	1	3	2	1	1		1			10	5
Venezuela			1																1	
Yugoslavia														1					1	1
Subtotal	*6*	*2*	*3*	*1*	*2*	*2*	*5*	*2*	*6*	*3*	*6*	*6*	*10*	*7*	*22*	*18*			*101*	*41*
Others																				
Switzerland														2					2	2
Tuvalu											1								1	
Subtotal											*1*			*2*					*3*	*2*
Total	6	2	3	1	2	2	5	2	6	3	7	6	10	9	22	18			104	43

TABLE 6

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

B. BY REGION, GRADE AND GENDER

(1 July 1997 - 30 June 1998)

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Sta[illegible]	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Africa					1	1	1		1	1	1		1		5	3			5	15
Asia and the Pacific	2		2	1		1		1	2			1	1	1	4	5			10	21
Eastern Europe									1		1	2	2	1	5	2			5	14
Western Europe	2	1			1		2		1	1	1	1	3	3	5	5			11	26
Latin America	2		1				1						1		3	2			2	10
Middle East							1													1
North America and the Caribbean		1						1	1	1	3	2	2	2		1			8	14
Others											1			2					2	3
Total	6	2	3	1	2	2	5	2	6	3	7	6	10	9	22	18			43	104

TABLE 7

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER (30 June 1997 and 30 June 1998)

Country of Nationality	No. of Staff as of 30/6/97		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/98	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	8								1		1		2		1		7	
Albania	1																1	
Algeria	12	2			1		1									-1	13	1
Andorra																		
Angola	1																1	
Antigua and Barbuda	2	2													-1	-1	1	1
Argentina	19	8							1		1		2		2	1	19	9
Armenia	2		2				2										4	
Australia	32	13			3	1	3	1	2		2	1	4	1	1		32	13
Austria	17	8													2	1	19	9
Azerbaijan																		
Bahamas	5	4															5	4
Bahrain	1	1										1		1	-1			
Bangladesh	11								1		1		2		2		11	
Barbados	4	3															4	3
Belarus	12								1		1		2		2		12	
Belgium	21	7													1	1	22	8
Belize	1																1	
Benin	7	1															7	1
Bhutan	4																4	
Bolivia	3	1															3	1
Bosnia and Herzegovina																		
Botswana	2	2															2	2
Brazil	32	12			1		1		4	1	4		8	1	2	-2	27	9
Brunei Darussalam																		
Bulgaria	9	1			2	1	2	1							2	1	13	3
Burkina Faso	7	2													1		8	2
Burundi	9	2													-1		8	2
Cambodia	2	1															2	1
Cameroon	16	4			1		1										17	4
Canada	55	20			3	2	3	2	2		2	1	4	1	-2	-1	52	20
Cape Verde	3																3	
Central African Republic	3																3	
Chad	3																3	
Chile	31	12							1		1		2				29	12
China	43	18	2	2	1	1	3	3	1	1	1		2	1	-4	-1	40	19
Colombia	7	2			1		1								-1	-1	7	1
Comoros	1																1	
Congo	4																4	
Costa Rica	3	1			1		1										4	1
Cote d'Ivoire	11	2															11	2
Croatia	4	3										1		1		1	4	3
Cuba	9	2							1		1		2		2		9	2
Cyprus	4																4	
Czech Republic	9	3							1		1		2		1		8	3
Democratic People's Republic of Korea			2				2										2	
Democratic Republic of the Congo	9	2							1		1		2		1		8	2
Denmark	14	4							1		1		2		-3	-1	9	3
Djibouti	1																1	
Dominica	2	2															2	2
Dominican Republic	6	2															6	2
Ecuador	4	1			1	1	1	1									5	2
Egypt	12	2			1	1	1	1	1		1		2		1		12	3
El Salvador	4		4	1			4	1							-1		7	1
Equatorial Guinea	2																2	
Eritrea	2		2	1			2	1									4	1
Estonia	3	1															3	1
Ethiopia	27	8							3		3		6		2	-2	23	6

TABLE 7

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER
(30 June 1997 and 30 June 1998)

Country of Nationality	No. of Staff as of 30/6/97		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/98	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Fiji	2														-1		1	
Finland	12	4			1	1	1	1	1		1		2				11	5
France	96	40	1	1	2	1	3	2	7	2	7	2	14	4	11	3	96	41
Gabon	2																2	
Gambia	6	1										1		1	-1		5	
Georgia	3														-1		2	
Germany	131	45	3	2	1		4	2	5	4	5		10	4	-3	-3	122	40
Ghana	10	3													1	1	11	4
Greece	10	7													-1	-1	9	6
Grenada	3								1		1		2		1		2	
Guatemala	7	1													-1		6	1
Guinea	6	1													-1		5	1
Guinea-Bissau	1																1	
Guyana	15	9							2	1	2		4	1	1	-1	12	7
Haiti	5	3							1	1	1		2	1	1		4	2
Honduras	2																2	
Hungary	7	1	1				1		1		1		2		1		7	1
Iceland	5																5	
India	44	15										1		1	-2	-1	42	13
Indonesia	6	2													-1	-1	5	1
Iran (Islamic Republic of)	14	7							1		1		2		1		13	7
Iraq	9	2															9	2
Ireland	12	5			2	2	2	2							-1		13	7
Israel	11	5													-2	-1	9	4
Italy	64	24	3	1	4	1	7	2	1		1		2		-7	-4	62	22
Jamaica	14	7							2		2		4		4	1	14	8
Japan	104	57	4	2	3	1	7	3	1		1		2		-5	-4	104	56
Jordan	18	4							1		1		2		-3	-1	13	3
Kazakhstan																		
Kenya	13	4			1		1		1		1		2		1		13	4
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic																		
Latvia			2		1	1	3	1									3	1
Lebanon	17	5							1		1		2				15	5
Lesotho	6	4															6	4
Liberia	9	4													-1		8	4
Libyan Arab Jamahiriya	5														-1		4	
Liechtenstein																		
Lithuania	3	2			1	1	1	1									4	3
Luxembourg	3	1													-1		2	1
Madagascar	7	1															7	1
Malawi	8	1															8	1
Malaysia	8	3			3	2	3	2	1		1		2		2		11	5
Maldives																		
Mali	9				1	1	1	1	1		1		2		1		9	1
Malta	4														-1		3	
Marshall Islands																		
Mauritania	4																4	
Mauritius	8																8	
Mexico	21	10															21	10
Micronesia (Federated States of)																		
Monaco																		
Mongolia	3	2															3	2
Morocco	8	3															8	3
Mozambique																		
Myanmar	5	1							1		1		2		1		4	1
Namibia	2	1													1		3	1

TABLE 7

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER (30 June 1997 and 30 June 1998)

Country of Nationality	No. of Staff as of 30/6/97		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/98	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Nepal	8														-1		7	
Netherlands	32	6							1		1	1	2	1	-2	-1	28	4
New Zealand	9	5															9	5
Nicaragua	7	4															7	4
Niger	5	3															5	3
Nigeria	17	4													-2	-1	15	3
Norway	6	3													-1	-1	5	2
Oman	2	1															2	1
Pakistan	17	4													2	1	19	5
Palau																		
Panama	2														1	1	3	1
Papua New Guinea	3																3	
Paraguay	3	1															3	1
Peru	17	6			1		1								-1		17	6
Philippines	68	38							9	4	9		18	4	16	4	66	38
Poland	13	1	1		1		2								-1		14	1
Portugal	7	3							1		1		2		1		6	3
Qatar	1				1		1										2	
Republic of Korea	15	7	1	1	1		2	1									17	8
Republic of Moldova																		
Romania	4														-1		3	
Russian Federation	129	14													-1	1	128	15
Rwanda	5	2	1				1								-1	-1	5	1
Saint Kitts and Nevis	6	4															6	4
Saint Lucia	3	1			1	1	1	1									4	2
Saint Vincent and the Grenadines	4	2													1		5	2
Samoa	1																1	
San Marino																		
Sao Tome and Principe																		
Saudi Arabia	8	5							1		1		2		1		7	5
Senegal	14	5			1		1								-1		14	5
Seychelles	2																2	
Sierra Leone	10	2							2		2		4		2		8	2
Singapore	9	6														-1	9	5
Slovakia	5																5	
Slovenia	1																1	
Solomon Islands																		
Somalia	8	2															8	2
South Africa	5	3	4	1			4	1							-2	-1	7	3
Spain	38	17	3	2	2		5	2	2	2	2		4	2	-1	-1	38	16
Sri Lanka	7	3			1		1								-1		7	3
Sudan	10	1													-1	-1	9	
Suriname	1	1													1		2	1
Swaziland	1				2	1	2	1									3	1
Sweden	21	9			2		2		1		1		2				21	9
Syrian Arab Republic	9	3										1		1	-1	1	8	3
Tajikistan																		
Thailand	28	16							1	1	1		2	1	1		27	15
The former Yugoslav Republic of Macedonia	1		1	1			1	1									2	1
Togo	5																5	
Trinidad and Tobago	19	11							4	2	4		8	2	6	2	17	11
Tunisia	14	3							3	1	3		6	1	2	-1	10	1
Turkey	11	4							1		1		2		1		10	4
Turkmenistan																		
Uganda	13	6							1		1		2		1		12	6
Ukraine	23	1	1				1		1		1		2				22	1
United Arab Emirates	1	1															1	1

TABLE 7

CHANGES IN STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY, TYPE OF APPOINTMENT AND GENDER
(30 June 1997 and 30 June 1998)

Country of Nationality	No. of Staff as of 30/6/97		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/6/98	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
United Kingdom of Great Britain and Northern Ireland	79	31			2		2		5	2	5		10	2	10	2	81	31
United Republic of Tanzania	12	4							1		1		2		2	1	12	5
United States of America	375	196	1	1	9	4	10	5	14	5	14	2	28	7	4	-5	361	189
Uruguay	10	1							1		1		2		1		9	1
Uzbekistan																		
Vanuatu																		
Venezuela	12	8			1		1										13	8
Viet Nam	4	2													1		5	2
Yemen	6	1							1		1		2		1		5	1
Yugoslavia	10	1			1	1	1	1									11	2
Zambia	6								1		1		2		1		5	
Zimbabwe	8	2							1		1	1	2	1	1		7	1
Subtotal	*3448*	*898*	*39*	*16*	*62*	*25*	*101*	*41*	*103*	*27*	*103*	*13*	*206*	*40*	*41*	*-18*	*2384*	*881*
Other																		
Palestine																		
Stateless	4														-1		3	
Switzerland	9	3			2	2	2	2	1		1		2		3	-1	12	4
Tuvalu					1		1										1	
Subtotal	*13*	*3*			*3*	*2*	*3*	*2*	*1*		*1*		*2*		*2*	*-1*	*16*	*4*
Total	2461	901	39	16	65	27	104	43	104	27	104	13	208	40	43	-19	2400	885

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from staff:

1. Movement between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. Changing nationality.

TABLE 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1997 and 30 JUNE 1998)

COUNTRY OF NATIONALITY	Total Staff 30/6/97	Total Fem. 30/6/97	P-5		P-4		P-3		P-2		P-1		Total Staff 30/6/98	Total Fem. 30/6/98
			M	F	M	F	M	F	M	F	M	F		
Algeria	6	0	1		2		3						6	0
Argentina	30	14	3	3	7	4	5	5	1				28	12
Australia	1	1											0	0
Austria	3	2	1			1							2	1
Belarus	6	0			3		4						7	0
Belgium	15	7	2	1	4	3	2	4					16	8
Benin	1	0			1				1				2	0
Brazil	1	1						1					1	1
Bulgaria	1	0	1										1	0
Burkina Faso	0	0					1						1	0
Cameroon	1	0							1				1	0
Canada	12	8			2	2	2	5		1			12	8
Chile	14	7	2	1	1	5	3			1			13	7
China	130	30	13	5	38	8	43	17	1	3			128	33
Colombia	7	6	1	2		2		2					7	6
Costa Rica	0	0						1					1	1
Cote d'Ivoire	1	0					1						1	0
Cuba	5	3				2	3	1					6	3
Ecuador	2	1			1	1							2	1
Egypt	65	18	10	3	25	7	8	7	3	1			64	18
France	123	84	9	13	14	33	11	32	1	6			119	84
Germany	3	3		1		1		1					3	3
Ghana	2	0			1		1						2	0
Guatemala	1	1				1							1	1
Guyana	3	2			1	1		1					3	2
India	1	1						1					1	1
Iran (Islamic Republic of)	1	1						1					1	1
Iraq	1	0			1								1	0
Ireland	2	1			1			1					2	1
Israel	2	0	1				1						2	0
Italy	1	0											0	0
Jamaica	2	2				1							1	1
Jordan	3	0	2		1			1	1				5	1
Kazakhstan	2	0	2										2	0
Kenya	1	0							1				1	0
Lebanon	11	5	1		1	3	2	3	1				11	6
Madagascar	1	1						1					1	1
Malaysia	1	0			1								1	0
Mali	1	0			1								1	0
Mauritius	1	1								1			1	1
Mexico	4	3	1	1		1		2					5	4
Morocco	3	0			1		3		1				5	0
Panama	1	0					1						1	0
Paraguay	1	1						1					1	1
Peru	5	3				1	2	2					5	3
Russian Federation	143	4	17		52	2	65	1	1	2			140	5
Senegal	6	0	1		1		4		1				7	0
Spain	35	10	3	2	11	2	4	7	2	1			32	12
Sudan	6	0	1		3		2		2				8	0

TABLE 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY NATIONALITY, GRADE AND GENDER
(30 JUNE 1997 and 30 JUNE 1998)

COUNTRY OF NATIONALITY	Total Staff 30/6/97	Total Fem. 30/6/97	P-5		P-4		P-3		P-2		P-1		Total Staff 30/6/98	Total Fem. 30/6/98
			M	F	M	F	M	F	M	F	M	F		
Sweden	1	1						1					1	1
Syrian Arab Republic	14	4	1		5	1	4	2		2			15	5
Trinidad and Tobago	2	1	1			1				1			3	2
Tunisia	15	2	1		6	2	5	1					15	3
Ukraine	7	0			1		7						8	0
United Kingdom of Great Britain and Northern Ireland	68	31	6	8	15	18	8	2	1				58	28
United States of America	87	49	5	7	20	16	12	20	2	2			84	45
Uruguay	6	3			1	1	1	2					5	3
Yemen	1	0					1						1	0
Subtotal	*869*	*312*	*86*	*47*	*222*	*120*	*209*	*126*	*21*	*21*	*0*	*0*	*852*	*314*
Palestine	2	0			2								2	0
Switzerland	7	5		1	1	3	1						6	4
Subtotal	*9*	*5*	*0*	*1*	*3*	*3*	*1*	*0*	*0*	*0*	*0*	*0*	*8*	*4*
														0
Total	878	317	86	48	225	123	210	126	21	21	0	0	860	318

TABLE 9

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE

A. BY NATIONALITY, GRADE AND GENDER

(30 JUNE 1997 AND 30 JUNE 1998)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/98	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Afghanistan	1																					
Algeria	1												1									1
Argentina	6	2					1		1						1	1		1			2	5
Armenia	1																					
Australia	5				1				1				3		4							9
Austria	3	2											1	1			2				1	4
Bangladesh	1						1		1						2							4
Belgium	9	2											1	1	4		1			2	3	9
Benin	1													1							1	1
Bolivia	1												1									1
Bosnia and Herzegovina	1																					
Brazil	6	2											1			2	1				2	4
Burkina Faso	1														1							1
Burundi	1												1									1
Cameroon	2	1											2			1					1	3
Canada	18	4							1		1		9		4	3	3	1	1	1	5	24
Cape Verde	1																					
Central African Republic	1																1					1
Chile	5	3					1							1		1	2				2	5
China	1												2			1					1	3
Colombia	4	1													2		1					3
Costa Rica	1																1					1
Cote d'Ivoire	3												1			1		1			2	3
Croatia																1	1				1	2
Czech Republic	3	1																				
Democratic Republic of the Congo	1																					
Denmark	1	1					1										1					2
Dominican Republic																1					1	1
Egypt	3												2						1			3
El Salvador	2												2									2
Equatorial Guinea													1									1
Eritrea															1							1
Ethiopia	6						1						5									6
Fiji	1				1						1											2
Finland	5	1		1	1								1				2	1			2	6

TABLE 9

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE

A. BY NATIONALITY, GRADE AND GENDER

(30 JUNE 1997 AND 30 JUNE 1998)

COUNTRY OF	Number of Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/98	
NATIONALITY	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
France	16	9									1		1	1	5	4		2		1	8	15
Gabon															1							1
Gambia													1									1
Germany	6	4											1	1	1			1			2	4
Ghana	6														3		1		1			5
Greece	2																1					1
Guinea	2												1		1							2
Guinea-Bissau	3										1		1		1							3
Guyana	1											2			1						2	3
Honduras	1	1																				
Hungary	2														1							1
India	12	1					1				1		3	1	6	2	4				3	18
Iran (Islamic Republic of)	3	1											1									1
Iraq	2																1					1
Ireland	9	1			2				1		1				2	1	1				1	8
Italy	5	2							1				1		1		1	2		1	3	7
Jamaica																1					1	1
Jordan	1												1									1
Kenya	3										1				1			1			1	3
Lebanon	1	1													1							1
Liberia	1												1									1
Libyan Arab Jamahiriya																	1					1
Malaysia	4	1											1		1			1			1	3
Mali	6								1				1		1		1					4
Mauritania	1												1									1
Mexico	1										1				1							2
Mongolia	1												1									1
Morocco													1				1					2
Myanmar	2														1							1
Nepal	2														1		1					2
Netherlands	5	1											2									2
New Zealand	1												1		1		1					3
Nicaragua	1	1														1					1	1
Niger	1	1													1							1
Nigeria	7	3							1		1		2		1	1					1	6
Norway	1										1		1			1					1	3

TABLE 9

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE

A. BY NATIONALITY, GRADE AND GENDER

(30 JUNE 1997 AND 30 JUNE 1998)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/98	
	All	F	M	F	M	F	M	F	M	· F	M	F	M	F	M	F	M	F	M	F	F	All
Pakistan	3	1													1							1
Peru	5	1											2	1			1				1	4
Philippines	3	2												1		1					2	2
Poland	7				1						1		3		1							6
Portugal	2	1															1	1			1	2
Republic of Korea	2	1																1			1	1
Romania							1															1
Russian Federation	15										4		8		4	1					1	17
Rwanda													1									1
Sao Tome and Principe	1														1							1
Senegal	5								1				1		1	1	1				1	5
Sierra Leone	5												2	1	2			1			2	6
Slovakia																		1			1	1
Slovenia	1																					
Somalia	1										1											1
South Africa	1														1							1
Spain	8	2											1			1	1				1	3
Sri Lanka	2														2							2
Sudan	1										1		1		1	2	1				2	6
Sweden	6	1							1				1				1					3
Togo	4												2									2
Trinidad and Tobago	1	1											1					1		1	2	3
Tunisia											1											1
Turkey	2								1						1							2
Uganda	2																					
Ukraine	2												2									2
United Kingdom of Great Britain and Northern Ireland	23	6					1				2	1	5	2	7	3	4	1	1		7	27
United Republic of Tanzania	1												2					1			1	3
United States of America	63	30							2		2	1	8	2	9	9	7	9	1	2	23	52
Uruguay	3												1									1
Venezuela	2												1				2					3
Yemen	1																					
Yugoslavia	4												1				1					2
Zimbabwe	6												2		1							3

TABLE 9

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE

A. BY NATIONALITY, GRADE AND GENDER

(30 JUNE 1997 AND 30 JUNE 1998)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/98	
	All	F	M	F	M	F	M	F	M	· F	M	F	M	F	M	F	M	F	M	F	F	All
Subtotal	*387*	*93*		*1*	*6*		*8*		*13*		*22*	*4*	*102*	*14*	*84*	*41*	*50*	*27*	*5*	*8*	*95*	*385*
Others																						
Palestine	1														1							1
Switzerland	5	2									1		1		1					1	1	4
Subtotal	*6*	*2*									*1*		*1*		*2*					*1*	*1*	*5*
Total	393	95		1	6		8		13		23	4	103	14	86	41	50	27	5	9	96	390

TABLE 9

STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES APPOINTED SPECIFICALLY FOR MISSION SERVICE

B. BY REGION, GRADE AND GENDER

(30 JUNE 1997 AND 30 JUNE 1998)

Region	No. of Staff as of 30/6/97		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of Staff as of 30/6/98	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	All
Africa	78	5					1		3		6		33	2	19	6	7	4	2		12	83
Asia and the Pacific	40	6			2		2		2		2		11	2	19	4	6	2			8	52
Eastern Europe	36	1			1		1				5		14		6	2	2	1			3	32
Western Europe	101	33		1	3		2		3		5	1	16	6	20	10	16	8	1	4	30	96
Latin America	38	11					2		1		1		8	2	4	6	8	1			9	33
Middle East	11	2							1				2		2		1					6
North America and the Caribbean	83	35							3		3	3	18	2	14	13	10	11	2	4	33	83
Others	6	2									1		1		2					1	1	5
TOTAL	393	95		1	6		8		13		23	4	103	14	86	41	50	27	5	9	96	390

TABLE 10
DESIRABLE RANGE AND WEIGHTED DISTRIBUTION FOR STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL AND WEIGHTED STAFF POSITION, BY MEMBER STATE
(AS OF 30 JUNE 1998)

Country of Nationality	1/ Assessment	2/ Desirable Range	3/ Mid-Point	4/ No. of Staff	Weighted Range	Weighted Mid-Point	Weighted Staff Position
Afghanistan	0.004 %	1-14	6.15	7	75-986	412.95	522
Albania	0.003 %	1-14	5.75	1	70-986	384.42	57
Algeria	0.116 %	3-14	7.93	13	200-986	538.01	1121
Andorra	0.004 %	1-14	5.68	0	70-986	379.71	0
Angola	0.010 %	1-14	6.02	1	70-986	403.50	70
Antigua and Barbuda	0.002 %	1-14	5.65	1	70-986	377.68	97
Argentina	0.768 %	13-22	17.40	19	867-1543	1,205.19	1466
Armenia	0.027 %	1-14	6.09	4	71-986	408.77	184
Australia	1.471 %	22-32	27.07	32	1548-2224	1,886.05	2397
Austria	0.935 %	14-24	19.18	19	992-1668	1,330.04	1346
Azerbaijan	0.060 %	2-14	6.65	0	110-986	448.05	0
Bahamas	0.015 %	1-14	5.84	5	70-986	391.12	281
Bahrain	0.018 %	1-14	5.89	0	70-986	394.65	0
Bangladesh	0.010 %	4-14	8.49	11	239-986	577.46	900
Barbados	0.008 %	1-14	5.74	4	70-986	384.04	325
Belarus	0.164 %	3-14	8.20	12	219-986	557.08	818
Belgium	1.096 %	17-26	21.52	22	1157-1833	1,495.45	1706
Belize	0.001 %	1-14	5.64	1	70-986	376.93	57
Benin	0.002 %	1-14	5.78	7	70-986	386.52	493
Bhutan	0.001 %	1-14	5.68	4	70-986	379.47	243
Bolivia	0.008 %	1-14	5.91	3	70-986	395.74	211
Bosnia and Herzegovina	0.005 %	1-14	5.80	0	70-986	387.80	0
Botswana	0.010 %	1-14	5.80	2	70-986	388.01	92
Brazil	1.514 %	26-36	30.85	27	1814-2490	2,152.35	1876
Brunei Darussalam	0.020 %	1-14	5.91	0	70-986	396.19	0
Bulgaria	0.045 %	2-14	6.45	13	96-986	434.23	864
Burkina Faso	0.002 %	1-14	5.89	8	70-986	394.80	634
Burundi	0.001 %	1-14	5.77	8	70-986	386.30	464
Cambodia	0.001 %	1-14	5.88	2	70-986	393.67	127
Cameroon	0.014 %	1-14	6.13	17	73-986	411.33	1209
Canada	2.825 %	40-54	46.70	52	2778-3758	3,268.16	3838
Cape Verde	0.001 %	1-14	5.64	3	70-986	377.20	173
Central African Republic	0.002 %	1-14	5.73	3	70-986	382.92	173
Chad	0.001 %	1-14	5.78	3	70-986	386.98	212
Chile	0.113 %	3-14	7.56	29	174-986	512.39	1856
China	0.901 %	39-53	46.46	40	2764-3739	3,251.23	2999
Colombia	0.108 %	3-14	7.97	7	203-986	541.23	586
Comoros	0.001 %	1-14	5.65	1	70-986	377.58	70
Congo	0.003 %	1-14	5.73	4	70-986	382.85	269
Costa Rica	0.017 %	1-14	5.94	4	70-986	398.11	296
Cote d'Ivoire	0.012 %	1-14	6.13	11	73-986	411.26	733
Croatia	0.056 %	2-14	6.52	4	101-986	439.15	230
Cuba	0.039 %	2-14	6.43	9	94-986	432.44	558
Cyprus	0.034 %	1-14	6.13	4	73-986	411.01	398
Czech Republic	0.169 %	3-14	8.27	8	224-986	562.22	540
Democratic People's Republic of Korea	0.031 %	2-14	6.57	2	105-986	442.67	92
Democratic Republic of the Congo	0.008 %	2-14	6.80	8	120-986	458.41	536
Denmark	0.687 %	11-20	15.57	9	738-1414	1,075.77	611
Djibouti	0.001 %	1-14	5.65	1	70-986	377.56	57
Dominica	0.001 %	1-14	5.64	2	70-986	376.69	116
Dominican Republic	0.016 %	1-14	6.03	6	70-986	404.54	411
Ecuador	0.022 %	1-14	6.20	5	78-986	416.41	291
Egypt	0.069 %	3-14	7.98	12	204-986	541.87	1120
El Salvador	0.012 %	1-14	5.92	7	70-986	396.91	370

Country of Nationality	1/ Assessment	2/ Desirable Range	3/ Mid-Point	4/ No. of Staff	Weighted Range	Weighted Mid-Point	Weighted Staff Position
Equatorial Guinea	0.001 %	1-14	5.65	2	70-986	377.23	103
Eritrea	0.001 %	1-14	5.71	4	70-986	381.81	219
Estonia	0.023 %	1-14	5.98	3	70-986	401.07	149
Ethiopia	0.007 %	2-14	7.05	23	138-986	476.08	1286
Fiji	0.004 %	1-14	5.70	1	70-986	380.87	97
Finland	0.538 %	9-18	13.43	11	588-1264	925.51	775
France	6.494 %	85-115	99.81	96	5957-8059	7,008.17	7028
Gabon	0.018 %	1-14	5.90	2	70-986	395.46	114
Gambia	0.001 %	1-14	5.66	5	70-986	378.39	473
Georgia	0.058 %	2-14	6.57	2	105-986	442.61	114
Germany	9.630 %	123-167	145.19	122	8673-11734	10,203.67	8542
Ghana	0.007 %	1-14	6.13	11	73-986	411.10	905
Greece	0.368 %	6-16	11.12	9	425-1101	762.87	623
Grenada	0.001 %	1-14	5.64	2	70-986	376.73	92
Guatemala	0.019 %	1-14	6.14	6	74-986	412.16	424
Guinea	0.003 %	1-14	5.84	5	70-986	390.60	354
Guinea-Bissau	0.001 %	1-14	5.66	1	70-986	378.31	46
Guyana	0.001 %	1-14	5.65	12	70-986	377.91	1020
Haiti	0.002 %	1-14	5.82	4	70-986	389.30	320
Honduras	0.004 %	1-14	5.82	2	70-986	389.40	103
Hungary	0.119 %	3-14	7.55	7	174-986	511.68	416
Iceland	0.032 %	1-14	6.09	5	70-986	408.22	340
India	0.305 %	26-36	31.30	42	1845-2521	2,183.49	2889
Indonesia	0.173 %	8-17	12.60	5	529-1205	866.64	404
Iran (Islamic Republic of)	0.303 %	7-16	11.34	13	440-1116	778.34	986
Iraq	0.087 %	3-14	7.33	9	158-986	496.09	677
Ireland	0.223 %	4-14	8.89	13	268-986	605.91	1023
Israel	0.329 %	6-15	10.46	9	378-1054	715.96	677
Italy	5.394 %	71-97	84.06	62	5014-6784	5,898.93	4403
Jamaica	0.006 %	1-14	5.76	14	70-986	385.59	878
Japan	17.981 %	226-305	265.60	104	15881-21485	18,683.03	6447
Jordan	0.008 %	1-14	5.86	13	70-986	392.54	876
Kazakhstan	0.124 %	3-14	7.77	0	189-986	526.83	0
Kenya	0.007 %	2-14	6.44	13	95-986	433.43	1002
Kuwait	0.154 %	3-14	7.86	0	195-986	533.33	0
Kyrgyzstan	0.015 %	1-14	5.94	0	70-986	397.98	0
Lao People's Democratic Republic	0.001 %	1-14	5.75	0	70-986	384.62	0
Latvia	0.046 %	2-14	6.34	3	88-986	425.87	138
Lebanon	0.016 %	1-14	5.92	15	70-986	396.60	1064
Lesotho	0.002 %	1-14	5.70	6	70-986	380.90	385
Liberia	0.002 %	1-14	5.71	8	70-986	382.08	555
Libyan Arab Jamahiriya	0.160 %	3-14	8.04	4	208-986	545.62	310
Liechtenstein	0.005 %	1-14	5.69	0	70-986	380.65	0
Lithuania	0.045 %	2-14	6.35	4	89-986	426.81	208
Luxembourg	0.066 %	2-14	6.57	2	105-986	442.69	114
Madagascar	0.003 %	1-14	6.01	7	70-986	403.11	481
Malawi	0.002 %	1-14	5.88	8	70-986	393.74	566
Malaysia	0.168 %	4-14	8.49	11	240-986	577.59	960
Maldives	0.001 %	1-14	5.64	0	70-986	376.99	0
Mali	0.003 %	1-14	5.92	9	70-986	396.37	651
Malta	0.014 %	1-14	5.83	3	70-986	390.26	279
Marshall Islands	0.001 %	1-14	5.64	0	70-986	376.66	0
Mauritania	0.001 %	1-14	5.69	4	70-986	380.33	256
Mauritius	0.009 %	1-14	5.78	8	70-986	386.44	746
Mexico	0.941 %	16-26	21.27	21	1139-1815	1,477.43	1464
Micronesia (Federated States of)	0.001 %	1-14	5.64	0	70-986	376.75	0
Monaco	0.003 %	1-14	5.67	0	70-986	378.64	0
Mongolia	0.002 %	1-14	5.70	3	70-986	381.34	149
Morocco	0.041 %	2-14	6.83	8	123-986	460.98	631
Mozambique	0.002 %	1-14	6.05	0	70-986	406.01	0
Myanmar	0.009 %	2-14	6.79	4	120-986	457.99	309
Namibia	0.007 %	1-14	5.76	3	70-986	385.13	138

Country of Nationality	1/ Assessment	2/ Desirable Range	3/ Mid-Point	4/ No. of Staff	Weighted Range	Weighted Mid-Point	Weighted Staff Position
Nepal	0.004 %	1-14	6.16	7	75-986	413.34	535
Netherlands	1.619 %	24-34	29.13	28	1693-2369	2,030.66	1932
New Zealand	0.221 %	4-14	8.86	9	266-986	603.81	690
Nicaragua	0.002 %	1-14	5.75	7	70-986	384.35	436
Niger	0.002 %	1-14	5.87	5	70-986	392.70	370
Nigeria	0.070 %	4-14	9.23	15	292-986	629.81	1130
Norway	0.605 %	10-19	14.37	5	654-1330	991.75	324
Oman	0.050 %	2-14	6.39	2	92-986	429.59	206
Pakistan	0.060 %	5-14	9.52	19	312-988	650.29	1442
Palau	0.001 %	1-14	5.64	0	70-986	376.60	0
Panama	0.016 %	1-14	5.91	3	70-986	395.95	212
Papua New Guinea	0.007 %	1-14	5.82	3	70-986	389.64	160
Paraguay	0.014 %	1-14	5.93	3	70-986	397.58	213
Peru	0.085 %	3-14	7.38	17	161-986	499.42	1251
Philippines	0.077 %	4-14	8.35	66	230-986	567.97	4214
Poland	0.251 %	5-15	10.09	14	352-1028	690.01	977
Portugal	0.368 %	6-16	11.11	6	424-1100	761.80	363
Qatar	0.033 %	1-14	6.11	2	72-986	409.69	154
Republic of Korea	0.955 %	16-25	20.31	17	1072-1748	1,409.99	968
Republic of Moldova	0.043 %	2-14	6.33	0	88-986	425.63	0
Romania	0.102 %	3-14	7.59	3	176-986	514.40	162
Russian Federation	2.873 %	43-58	50.06	128	2979-4030	3,504.65	8805
Rwanda	0.002 %	1-14	5.77	5	70-986	386.20	265
Saint Kitts and Nevis	0.001 %	1-14	5.64	6	70-986	376.64	287
Saint Lucia	0.001 %	1-14	5.64	4	70-986	376.80	281
Saint Vincent and the Grenadines	0.001 %	1-14	5.64	5	70-986	376.75	289
Samoa	0.001 %	1-14	5.64	1	70-986	376.84	57
San Marino	0.002 %	1-14	5.65	0	70-986	377.62	0
Sao Tome and Principe	0.001 %	1-14	5.64	0	70-986	376.79	0
Saudi Arabia	0.594 %	10-19	14.54	7	666-1342	1,003.80	508
Senegal	0.006 %	1-14	5.90	14	70-986	395.30	1096
Seychelles	0.002 %	1-14	5.65	2	70-986	377.70	127
Sierra Leone	0.001 %	1-14	5.73	8	70-986	383.44	604
Singapore	0.167 %	3-14	8.08	9	211-986	548.59	691
Slovakia	0.053 %	2-14	6.50	5	100-986	437.52	287
Slovenia	0.060 %	2-14	6.52	1	101-986	439.16	85
Solomon Islands	0.001 %	1-14	5.64	0	70-986	377.20	0
Somalia	0.001 %	1-14	5.86	8	70-986	392.26	606
South Africa	0.365 %	7-17	11.80	7	473-1149	810.84	368
Spain	2.571 %	37-50	43.28	38	2573-3481	3,027.25	2339
Sri Lanka	0.013 %	1-14	6.22	7	80-986	417.89	545
Sudan	0.009 %	2-14	6.37	9	90-986	428.23	637
Suriname	0.004 %	1-14	5.69	2	70-986	380.28	127
Swaziland	0.002 %	1-14	5.67	3	70-986	379.08	200
Sweden	1.099 %	17-26	21.54	21	1158-1834	1,496.37	1716
Syrian Arab Republic	0.062 %	2-14	6.84	8	123-986	461.35	512
Tajikistan	0.008 %	1-14	5.87	0	70-986	393.08	0
Thailand	0.158 %	4-14	9.24	27	293-986	630.53	1562
The former Yugoslav Republic of Macedonia	0.005 %	1-14	5.74	2	70-986	384.05	92
Togo	0.002 %	1-14	5.75	5	70-986	384.29	353
Trinidad and Tobago	0.018 %	1-14	5.91	17	70-986	395.71	1040
Tunisia	0.028 %	1-14	6.23	10	80-986	418.29	860
Turkey	0.440 %	9-18	13.34	10	581-1257	918.80	840
Turkmenistan	0.015 %	1-14	5.94	0	70-986	397.97	0
Uganda	0.004 %	1-14	6.13	12	73-986	411.30	911
Ukraine	0.678 %	12-21	16.48	22	802-1478	1,139.93	1456
United Arab Emirates	0.177 %	3-14	8.20	1	219-986	557.41	70
United Kingdom of Great Britain and Northern Ireland	5.076 %	68-91	79.54	81	4744-6418	5,580.92	5986
United Republic of Tanzania	0.004 %	2-14	6.38	12	91-986	428.80	980
United States of America	25.000 %	314-425	369.17	361	22080-29872	25,975.97	26150
Uruguay	0.049 %	2-14	6.40	9	92-986	430.02	714
Uzbekistan	0.077 %	2-14	7.24	0	152-986	489.71	0

Country of Nationality	1/ Assessment	2/ Desirable Range	3/ Mid-Point	4/ No. of Staff	Weighted Range	Weighted Mid-Point	Weighted Staff Position
Vanuatu	0.001 %	1-14	5.64	0	70-986	376.84	0
Venezuela	0.235 %	5-14	9.49	13	310-986	647.85	915
Viet Nam	0.010 %	3-14	7.47	5	168-986	505.74	328
Yemen	0.010 %	1-14	6.13	5	73-986	411.07	392
Yugoslavia	0.060 %	2-14	6.72	11	115-986	452.88	727
Zambia	0.003 %	1-14	5.85	5	70-986	391.81	409
Zimbabwe	0.009 %	1-14	6.02	7	70-986	403.65	491
Total	100.000 %			2384			

1/ Source: General Assembly Resolution 52/215 of 22 December 1997.

2/ Derived from application of the methodology established by the General Assembly in its resolution 42/220 of 21 December 1987.

3/ Calculated on the basis of the membership, population and contribution factors.

4/ Excludes 16 staff members from non-Member States.

TABLE 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

A. STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
(AS OF 30 JUNE 1998)

DEPARTMENT/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
OFFICE	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
cicp					1			1	2		4		2	2					9	3	12	25.0%
dda	1				1		2		2	3	3	4	1	1	2				12	8	20	40.0%
desa	1		1	1	9	2	21	7	35	26	48	39	26	22	16	17			157	114	271	42.1%
dgaacs	1		1		2	1	8	4	8	3	4	8	4	9	1	1			29	26	55	47.3%
dm	1						4	3	6	1	2	6		2	1	2			14	14	28	50.0%
dm/ocss			1		1		7	1	13	3	23	8	18	11	7	4			70	27	97	27.8%
dm/ohrm				1	1	2	2	2	6	11	9	9	10	8	2	7			30	40	70	57.1%
dm/oppba			1		4		2	2	6	6	15	16	14	7	9	7			51	38	89	42.7%
dpa	1		2		4	1	7	6	13	7	18	7	11	12	5	3			61	36	97	37.1%
dpi	1				4	1	9	6	17	16	35	35	30	37	23	30			119	125	244	51.2%
dpko	1		2		2		9	2	5	3	14	8	10	13	6	5			49	31	80	38.8%
dpkofald	1				1		4		4	1	2		1	2		1			13	4	17	23.5%
eca	1					1	6	4	26	4	34	8	33	11	15	7			115	35	150	23.3%
ece	1						7	2	14	2	17	7	21	8	6	4			66	23	89	25.8%
eclac	1				1		6	3	13	4	35	12	21	11	20	11			97	41	138	29.7%
escap	1					1	8	2	18	3	26	10	20	10	12	15			85	41	126	32.5%
escwa	1					1	6		12	3	20	4	4	10	6	3			49	21	70	30.0%
hc/chr		1	1		1		2	1	9	6	15	4	14	11	5	4			47	27	74	36.5%
interorg					1				3		1					1			5	1	6	16.7%
ocha	1				3		2		7	4	6	4	5	2		3			24	13	37	35.1%
oios	1						1	1	6	2	13	7	9	2	4	4			34	16	50	32.0%
ola	1		1		3		5	3	10	6	7	5	9	6	7	9			43	29	72	40.3%
osg	1	1		1	2	2	2		2	3	2	1	3	2	2	1			14	11	25	44.0%
uncc			1		1				1										3	0	3	0.0%
unchs					1		1	1	4	2	10	3	6	3	1	1			23	10	33	30.3%
unctad	1		1		1	1	15	2	37	4	38	8	34	21	19	8			146	44	190	23.2%
undcp	1				2		2	1	5	1	6	7	7	6	3	6			26	21	47	44.7%
unep	1				1	1	1		2	2	1	2	1	1	2	1			9	7	16	43.8%
unjspf							2	1	4	3	6	5	4	6		1			16	16	32	50.0%
unog	1				2		5	2	5	7	9	8	19	11	13	12			54	40	94	42.6%
unoip	1								1			2							2	2	4	50.0%
unon							1		1	1	4	1	3	1	2	3			11	6	17	35.3%
unov					2		2	2	8	2	8	3	8	5	4	2			32	14	46	30.4%
unscom								1											0	1	1	100.0%
Total	22	2	12	3	51	14	149	60	305	139	435	241	348	253	193	173			1515	885	2400	36.9%

TABLE 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

B. STAFF IN THE PROFESSIONAL CATEGORY IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS (AS OF 30 JUNE 1998)

DEPARTMENT/	P-5		P-4		P-3		P-2		P-1		Total		GRAND	Percent
OFFICE	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	Women
cicp														
dda														
desa														
dgaacs	57	33	126	66	106	85	10	15			299	199	498	40.0%
dm														
dm/ocss														
dm/ohrm														
dm/oppba														
dpa														
dpi							1				1		1	
dpko														
dpkofald			2			1					2	1	3	33.3%
eca	1		1		4	1	3				9	1	10	10.0%
ece					1	3					1	3	4	75.0%
eclac				2	2	2	1	1			3	5	8	62.5%
escap	1		5	2	11	2					17	4	21	19.0%
escwa	1		2		2	1					5	1	6	16.7%
hc/chr														
interorg														
ocha														
oios														
ola				1		2		1				4	4	100.0%
osg						1						1	1	100.0%
uncc														
unchs														
unctad														
undcp														
unep														
unjspf														
unog	20	13	66	40	68	22	2	1			156	76	232	32.8%
unoip							1				1		1	
unon	1		2	2	3						6	2	8	25.0%
unov	5	2	21	10	12	5	2	3			40	20	60	33.3%
unscom					1	1	1				2	1	3	33.3%
Total	86	48	225	123	210	126	21	21			542	318	860	37.0%

TABLE 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND GRADE

C. STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
(AS OF 30 JUNE 1998)

DEPARTMENT/ OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
cicp					1			1	2		4		2	2					9	3	12	25.0%
dda	1				1		2		2	3	3	4	1	1	2				12	8	20	40.0%
desa	1		1	1	9	2	21	7	35	26	48	39	26	22	16	17			157	114	271	42.1%
dgaacs	1		1		2	1	8	4	65	36	130	74	110	94	11	16			328	225	553	40.7%
dm	1						4	3	6	1	2	6		2	1	2			14	14	28	50.0%
dm/ocss			1		1		7	1	13	3	23	8	18	11	7	4			70	27	97	27.8%
dm/ohrm				1	1	2	2	2	6	11	9	9	10	8	2	7			30	40	70	57.1%
dm/oppba			1		4		2	2	6	6	15	16	14	7	9	7			51	38	89	42.7%
dpa	1		2		4	1	7	6	13	7	18	7	11	12	5	3			61	36	97	37.1%
dpi	1				4	1	9	6	17	16	35	35	30	37	24	30			120	125	245	51.0%
dpko	1		2		2		9	2	5	3	14	8	10	13	6	5			49	31	80	38.8%
dpkofald	1				1		4		4	1	4		1	3		1			15	5	20	25.0%
eca	1					1	6	4	27	4	35	8	37	12	18	7			124	36	160	22.5%
ece	1						7	2	14	2	17	7	22	11	6	4			67	26	93	28.0%
eclac	1				1		6	3	13	4	35	14	23	13	21	12			100	46	146	31.5%
escap	1					1	8	2	19	3	31	12	31	12	12	15			102	45	147	30.6%
escwa	1					1	6		13	3	22	4	6	11	6	3			54	22	76	28.9%
hc/chr		1	1		1		2	1	9	6	15	4	14	11	5	4			47	27	74	36.5%
interorg					1				3		1					1			5	1	6	16.7%
ocha	1				3		2		7	4	6	4	5	2		3			24	13	37	35.1%
oios	1						1	1	6	2	13	7	9	2	4	4			34	16	50	32.0%
ola	1		1		3		5	3	10	6	7	6	9	8	7	10			43	33	76	43.4%
osg	1	1		1	2	2	2		2	3	2	1	3	3	2	1			14	12	26	46.2%
uncc			1		1				1										3	0	3	0.0%
unchs					1		1	1	4	2	10	3	6	3	1	1			23	10	33	30.3%
unctad	1		1		1	1	15	2	37	4	38	8	34	21	19	8			146	44	190	23.2%
undcp	1				2		2	1	5	1	6	7	7	6	3	6			26	21	47	44.7%
unep	1				1	1	1		2	2	1	2	1	1	2	1			9	7	16	43.8%
unjspf							2	1	4	3	6	5	4	6		1			16	16	32	50.0%
unog	1				2		5	2	25	20	75	48	87	33	15	13			210	116	326	35.6%
unoip	1								1			2			1				3	2	5	40.0%
unon							1		2	1	6	3	6	1	2	3			17	8	25	32.0%
unov					2		2	2	13	4	29	13	20	10	6	5			72	34	106	32.1%
unscom								1					1	1	1				2	2	4	50.0%
Total	22	2	12	3	51	14	149	60	391	187	660	364	558	379	214	194	0	0	2057	1203	3260	36.9%

TABLE 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT BY DEPARTMENT OR OFFICE AND GRADE

D. STAFF IN THE GENERAL SERVICE AND RELATED CATEGORIES (AS OF 30 JUNE 1998)

DEPARTMENT/ OFFICE	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
cicp	8	72.7%	3	27.3%	11					
dda	19	90.5%	2	9.5%	21					
desa	239	81.3%	55	18.7%	294					
dgaacs	320	61.4%	201	38.6%	521	5	5.6%	84	94.4%	89
dm	36	80.0%	9	20.0%	45					
dm/ocss	168	50.0%	168	50.0%	336	10	3.5%	272	96.5%	282
dm/ohrm	103	83.7%	20	16.3%	123	17	85.0%	3	15.0%	20
dm/oppba	115	68.0%	54	32.0%	169	1	100.0%			1
dpa	82	89.1%	10	10.9%	92					
dpi	296	62.6%	177	37.4%	473	11	78.6%	3	21.4%	14
dpko	122	71.8%	48	28.2%	170	1	9.1%	10	90.9%	11
dpkofald	362	30.3%	834	69.7%	1196	113	13.3%	738	86.7%	851
eca	169	49.7%	171	50.3%	340			3	100.0%	3
ece	60	76.9%	18	23.1%	78					
eclac	194	57.7%	142	42.3%	336			1	100.0%	1
escap	241	61.0%	154	39.0%	395					
escwa	36	45.0%	44	55.0%	80			1	100.0%	1
hc/chr	44	89.8%	5	10.2%	49	2	50.0%	2	50.0%	4
interorg	13	92.9%	1	7.1%	14					
ocha	63	71.6%	25	28.4%	88	1	9.1%	10	90.9%	11
oios	26	83.9%	5	16.1%	31					
ola	65	92.9%	5	7.1%	70					
osg	37	80.4%	9	19.6%	46					
uncc	47	61.8%	29	38.2%	76					
unchs	81	77.9%	23	22.1%	104					
unctad	133	83.6%	26	16.4%	159					
undcp	65	78.3%	18	21.7%	83					
unep	256	82.3%	55	17.7%	311					
unjspf	48	54.5%	40	45.5%	88					
unog	368	47.4%	409	52.6%	777	9	64.3%	5	35.7%	14
unoip	24	68.6%	11	31.4%	35					
unon	127	45.2%	154	54.8%	281					
unov	153	41.9%	212	58.1%	365	1	50.0%	1	50.0%	2
unscom	15	35.7%	27	64.3%	42			2	100.0%	2
TOTAL	4135	56.7%	3164	43.3%	7299	171	13.1%	1135	86.9%	1306

a/ Includes Field Service, Security Service, Trades and Crafts staff and Public Information Assistants.

TABLE 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND GRADE
E. ALL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES
(AS OF 30 JUNE 1998)

Department/ Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
cicp					1			1	2		4		2	2					9	3	**12**	25.0%
dda	1				1		2		2	3	3	4	1	1	2				12	8	**20**	40.0%
desa	1		1	1	9	2	24	7	35	26	48	39	27	22	16	17			161	114	**275**	41.5%
dgaacs	1		1		2	1	8	4	65	36	130	74	110	94	11	16			328	225	**553**	40.7%
dm	1						4	3	6	1	3	6		2	1	2			15	14	**29**	48.3%
dm/ocss			1		1		7	1	14	3	24	10	23	16	7	4			77	34	**111**	30.6%
dm/ohrm				1	1	2	2	2	6	11	10	9	10	8	2	7			31	40	**71**	56.3%
dm/oppba			1		4		2	2	6	6	16	16	14	10	9	7			52	41	**93**	44.1%
dpa	1		2		4	1	7	6	14	7	21	7	11	12	5	3			65	36	**101**	35.6%
dpi	1				4	1	9	6	17	16	35	35	30	38	24	30			120	126	**246**	51.2%
dpko	1		2		2		11	2	11	4	28	10	18	15	8	5			81	36	**117**	30.8%
dpkofald	1	1	5		9		15		23	4	79	12	79	32	40	25	2	7	253	81	**334**	24.3%
eca	1					1	6	4	27	4	35	8	38	13	18	7			125	37	**162**	22.8%
ece	1						7	2	14	2	17	7	22	11	6	4			67	26	**93**	28.0%
eclac	1				1		6	3	13	4	36	14	23	13	21	12			101	46	**147**	31.3%
escap	1					1	8	2	19	3	31	12	31	12	12	15			102	45	**147**	30.6%
escwa	1					1	6		13	3	22	4	6	11	6	3			54	22	**76**	28.9%
hc/chr		1	1		1		2	1	10	6	21	4	22	15	17	9	1	1	75	37	**112**	33.0%
interorg					12		3		3	1	1	2		1		1			19	5	**24**	20.8%
ocha	1				3		3		13	4	25	6	12	10	3	4	2	1	62	25	**87**	28.7%
oios	1					1	2	1	9	3	17	9	11	2	4	5			44	21	**65**	32.3%
ola	1		1		3		5	3	11	6	8	6	9	8	7	10			45	33	**78**	42.3%
osg	3	1	1	1	2	2	4		2	3	2	1	3	3	2	1			19	12	**31**	38.7%
uncc			1		2		4		2		6	4	17	6	11	10			43	20	**63**	31.7%
unchs					1		2	1	5	2	15	3	8	3	1	1			32	10	**42**	23.8%
unctad	1		1		1	1	15	2	37	4	38	8	34	22	20	8			147	45	**192**	23.4%
undcp	1				3		6	2	16	4	13	8	15	13	4	9			58	36	**94**	38.3%
unep	1		1		6	3	25	4	40	5	51	21	34	26	11	10			169	69	**238**	29.0%
unjspf					1		2	1	5	3	6	5	7	7		1			21	17	**38**	44.7%
unog	1				2	1	6	2	25	20	75	48	88	33	16	14			213	118	**331**	35.6%
unoip	1		1				1		1		1	2		1	1				6	3	**9**	33.3%
unon							1		3	1	16	7	10	7	7	4			37	19	**56**	33.9%
unov					2		3	2	13	4	29	13	20	10	6	5			73	34	**107**	31.8%
unscom							1	1	1	1	2		2	1	1				7	3	**10**	30.0%
Total	**24**	**3**	**20**	**3**	**78**	**18**	**209**	**65**	**483**	**200**	**868**	**414**	**737**	**480**	**299**	**249**	**5**	**9**	**2723**	**1441**	**4164**	**34.6%**

* Includes 11 JIU Inspectors.

TABLE 12

STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

A. BY REGION, COUNTRY OF NATIONALITY AND GRADE

(30 JUNE 1995 - 30 JUNE 1998)

Region/Country of Nationality	USG				ASG				D-2				D-1				Total			
	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
AFRICA																				
Algeria									2	1	1	1	3	5	4	4	5	6	5	5
Benin													1	1	1	1	1	1	1	1
Burkina Faso									1	1		1	1		1	1	2	1	1	2
Cameroon													1	1	1	2	1	1	1	2
Democratic Republic of the Congo													1	1	1		1	1	1	
Egypt	1	1	1	1						1	2	2	4	5	4	4	5	7	7	7
Ethiopia														1	1	1		1	1	1
Gambia					1	1	1				1	1	3	2	2	2	4	3	4	3
Ghana	1	2	1	1									2	2	2	2	3	4	3	3
Guinea					1	1	1		1	1	1	1					2	2	2	1
Kenya													3	2	2	2	3	2	2	2
Liberia														1	1			1	1	
Libyan Arab Jamahiriya													2	1	1		2	1	1	
Malawi													1				1			
Mali												1								1
Mauritania									1								1			
Mauritius							1	1	2	2	1	2	1	1	1		3	3	3	3
Morocco										1			3	2	2	2	3	3	2	2
Mozambique										1								1		
Niger													1	1	1	1	1	1	1	1
Nigeria									1	1			2	3	4	3	3	4	4	3
Senegal					1	1	1	1	1	1	1	2			1	1	2	2	3	4
Sierra Leone													3	3	2	1	3	3	2	1
Somalia													1	1	1	1	1	1	1	1
Sudan													1	1	2	1	1	1	2	1
Swaziland																1				1
Togo													1	1	1	1	1	1	1	1
Tunisia							1	1	2	2	1	1	4	3	3	2	6	5	5	4
Uganda									1		1	1	4	5	3	2	5	5	4	3
United Republic of Tanzania					1						1	1	4	3	2	2	5	3	3	3
Zambia													1	1	1	1	1	1	1	1
Zimbabwe													1	1	1	1	1	1	1	1
Sub-Total	**2**	**3**	**2**	**2**	**4**	**3**	**5**	**3**	**12**	**12**	**10**	**14**	**49**	**48**	**46**	**39**	**67**	**66**	**63**	**58**

TABLE 12
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
A. BY REGION, COUNTRY OF NATIONALITY AND GRADE
(30 JUNE 1995 - 30 JUNE 1998)

	USG				ASG				D-2				D-1				Total			
Region/Country of Nationality	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
ASIA AND THE PACIFIC																				
Australia											1	1	6	6	6	5	6	6	7	6
Bangladesh													2	2	2	3	2	2	2	3
Cambodia													1				1			
China	1	1	1	1					1	1	2	2	7	6	4	5	9	8	7	8
Fiji													3	3	2	1	3	3	2	1
India	2	2	1	2								1	2	2	2	1	4	4	3	4
Indonesia	1	1	1	1					1				1	1	1	1	3	2	2	2
Japan		1	1	1	1	1		1	1	3	1	2	3	2	3	4	5	7	5	8
Malaysia								1					2	2	1	2	2	2	1	3
Myanmar													1	1	1	1	1	1	1	1
New Zealand											1	1	3	3	2	2	3	3	3	3
Pakistan			1	1	1	1			2	2	2	2	1	1	1	1	4	4	4	4
Philippines													1	1	1	1	1	1	1	1
Republic of Korea								1	1	1							1	1		1
Singapore												1	1	2	2	1	1	2	2	2
Sri Lanka				1					1	1	1	1	2	1	1		3	2	2	2
Thailand													1	1	1	1	1	1	1	1
Sub-Total	**4**	**5**	**5**	**7**	**2**	**2**		**3**	**7**	**8**	**8**	**11**	**37**	**34**	**30**	**29**	**50**	**49**	**43**	**50**
EASTERN EUROPE																				
Bulgaria													1				1			
Croatia									1	1							1	1		
Poland						1			1								1	1		
Romania									1	1	1						1	1	1	
Russian Federation	1	1	1	1					1	1	1	1	9	9	8	8	11	11	10	10
Ukraine									1	1			1	1	1	1	2	2	1	1
Yugoslavia									1	1	1	1	1	1	1	1	2	2	2	2
Sub-Total	**1**	**1**	**1**	**1**		**1**			**6**	**5**	**3**	**2**	**12**	**11**	**10**	**10**	**19**	**18**	**14**	**13**
WESTERN EUROPE																				
Austria													1	2	2	2	1	2	2	2
Belgium									1	1	1	1	1	2	2	3	2	3	3	4

TABLE 12

STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

A. BY REGION, COUNTRY OF NATIONALITY AND GRADE

(30 JUNE 1995 - 30 JUNE 1998)

	USG				ASG				D-2				D-1				Total			
Region/Country of Nationality	**95**	**96**	**97**	**98**	**95**	**96**	**97**	**98**	**95**	**96**	**97**	**98**	**95**	**96**	**97**	**98**	**95**	**96**	**97**	**98**
Denmark	1														1	1	1		1	1
Finland									1	2				1	1	1	1	3	1	1
France	2	2	2	2					7	5	4	4	10	10	10	9	19	17	16	15
Germany	1	1	1	2		1	1		3	3	3	3	9	10	11	9	13	15	16	14
Greece													1	1			1	1		
Iceland													2	2	1	1	2	2	1	1
Ireland				1	1	1	1						1	2	3	2	2	3	4	3
Italy	1	1	1	1				1	3	4	4	3	5	6	5	5	9	11	10	10
Malta									1				3	3	3	2	4	3	3	2
Netherlands									1	2	2	2	2	2	2	1	3	4	4	3
Spain									1	1	1	1	2	1	1	2	3	2	2	3
Sweden	1	1	1	1					1	1	1	2	1	2	2	3	3	4	4	6
United Kingdom of Great Britain and Northern Ireland	1	1	1	1				1	4	3	5	4	14	13	11	11	19	17	17	17
Sub-Total	**7**	**6**	**6**	**8**	**1**	**2**	**2**	**2**	**23**	**22**	**21**	**20**	**52**	**57**	**55**	**52**	**83**	**87**	**84**	**82**
LATIN AMERICA																				
Argentina									2		1	1	3	3	2	1	5	3	3	2
Bolivia													1	1	1	1	1	1	1	1
Brazil		1	1	2									1	1	2	2	1	2	3	4
Chile								2	3	3	2		3	4	4	4	6	7	6	6
Colombia				1																1
Costa Rica																1				1
Cuba												1								1
Ecuador	1	1															1	1		
El Salvador													1	1			1	1		
Guatemala	1	1	1														1	1	1	
Haiti					1	1	1	1					2	2	1	1	3	3	2	2
Mexico					1	1							1				2	1		
Nicaragua															1	1			1	1
Panama											1	1							1	1
Paraguay															1	1			1	1
Peru					1	1	1	1					1	1	2	1	2	2	3	2
Uruguay													2	2	2	2	2	2	2	2

TABLE 12
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
A. BY REGION, COUNTRY OF NATIONALITY AND GRADE
(30 JUNE 1995 - 30 JUNE 1998)

	USG				ASG				D-2				D-1				Total			
Region/Country of Nationality	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
Venezuela								1					1	1	1	1	1	1	1	2
Sub-Total	2	3	2	3	3	3	2	5	5	3	4	3	16	16	17	16	26	25	25	27
MIDDLE EAST																				
Cyprus				1	1	1	1						3	2	2	2	4	3	3	3
Iran (Islamic Republic of)					1	1			1	1			4	2	1	1	6	4	1	1
Iraq	1	1											3	2	2	2	4	3	2	2
Israel													1	1	1	2	1	1	1	2
Jordan													1	1	1	1	1	1	1	1
Lebanon					1	1	1						1	1	1		2	2	2	
Oman										1	1	1	2	1	1	1	2	2	2	2
Qatar																1				1
Saudi Arabia									1	1	1	1		1	1	1	1	2	2	2
Turkey									1	1	1	1	1	1	1	2	2	2	2	3
Yemen													2	2	2	1	2	2	2	1
Sub-Total	1	1		1	3	3	2		3	4	3	3	18	14	13	14	25	22	18	18
NORTH AMERICA AND THE CARIBBEAN																				
Antigua and Barbuda																1				1
Bahamas																1				1
Canada	1	1	1	1							1	1	5	5	4	4	6	6	6	6
Guyana									1	2	2	2	2	2	1	3	3	4	3	5
Jamaica							1	1	2	2	1		1				3	2	2	1
Saint Lucia																1				1
Trinidad and Tobago													1	1		1	1	1		1
United States of America	2	1	1	1	1	1	2	1	13	13	10	8	32	34	37	38	48	49	50	48
Sub-Total	3	2	2	2	1	1	3	2	16	17	14	11	41	42	42	49	61	62	61	64
OTHERS																				
Switzerland												1	2	1	1		2	1	1	1
Sub-Total												1	2	1	1		2	1	1	1
Grand-Total	20	21	18	24	14	15	14	15	72	71	63	65	227	223	214	209	333	330	309	313

TABLE 12
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
B. BY GROUPING, COUNTRY OF NATIONALITY AND GRADE
(30 JUNE 1995 - 30 JUNE 1998)

Economic Group/Country of Nationality	USG				ASG				D-2				D-1				Total			
	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
Developing Countries																				
Algeria									2	1	1	1	3	5	4	4	5	6	5	5
Antigua and Barbuda																1				1
Argentina									2		1	1	3	3	2	1	5	3	3	2
Bahamas																1				1
Bangladesh													2	2	2	3	2	2	2	3
Benin													1	1	1	1	1	1	1	1
Bolivia													1	1	1	1	1	1	1	1
Brazil		1	1	2									1	1	2	2	1	2	3	4
Burkina Faso									1	1		1	1		1	1	2	1	1	2
Cambodia													1				1			
Cameroon													1	1	1	2	1	1	1	2
Chile								2	3	3	2		3	4	4	4	6	7	6	6
China	1	1	1	1					1	1	2	2	7	6	4	5	9	8	7	8
Colombia				1																1
Costa Rica																1				1
Croatia									1	1							1	1		
Cuba												1								1
Cyprus*	n/a			1	n/a	1	1		n/a				n/a	2	2	2	n/a	3	3	3
Democratic Republic of the Congo													1	1	1		1	1	1	
Ecuador	1	1															1	1		
Egypt	1	1	1	1						1	2	2	4	5	4	4	5	7	7	7
El Salvador													1	1			1	1		
Ethiopia														1	1	1		1	1	1
Fiji													3	3	2	1	3	3	2	1
Gambia					1	1	1				1	1	3	2	2	2	4	3	4	3
Ghana	1	2	1	1									2	2	2	2	3	4	3	3
Guatemala	1	1	1														1	1	1	
Guinea					1	1	1		1	1	1	1					2	2	2	1
Guyana									1	2	2	2	2	2	1	3	3	4	3	5
Haiti					1	1	1	1					2	2	1	1	3	3	2	2
India	2	2	1	2								1	2	2	2	1	4	4	3	4
Indonesia	1	1	1	1					1				1	1	1	1	3	2	2	2

*Cyprus, Malta and Turkey are listed among the developed countries for 1995 only.

TABLE 12
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
B. BY GROUPING, COUNTRY OF NATIONALITY AND GRADE
(30 JUNE 1995 - 30 JUNE 1998)

Economic Group/Country of Nationality	USG				ASG				D-2				D-1				Total			
	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
Iran (Islamic Republic of)					1	1			1	1			4	2	1	1	6	4	1	1
Iraq	1	1											3	2	2	2	4	3	2	2
Israel													1	1	1	2	1	1	1	2
Jamaica							1	1	2	2	1		1				3	2	2	1
Jordan													1	1	1	1	1	1	1	1
Kenya													3	2	2	2	3	2	2	2
Lebanon					1	1	1						1	1	1		2	2	2	
Liberia														1	1			1	1	
Libyan Arab Jamahiriya													2	1	1		2	1	1	
Malawi													1				1			
Malaysia								1					2	2	1	2	2	2	1	3
Mali												1								1
Malta*	n/a				n/a				n/a				n/a	3	3	2	n/a	3	3	2
Mauritania									1								1			
Mauritius							1	1	2	2	1	2	1	1	1		3	3	3	3
Mexico					1	1							1				2	1		
Morocco										1			3	2	2	2	3	3	2	2
Mozambique										1								1		
Myanmar													1	1	1	1	1	1	1	1
Nicaragua															1	1			1	1
Niger													1	1	1	1	1	1	1	1
Nigeria									1	1			2	3	4	3	3	4	4	3
Oman										1	1	1	2	1	1	1	2	2	2	2
Pakistan			1	1	1	1			2	2	2	2	1	1	1	1	4	4	4	4
Panama											1	1							1	1
Paraguay															1	1			1	1
Peru					1	1	1	1					1	1	2	1	2	2	3	2
Philippines													1	1	1	1	1	1	1	1
Qatar																1				1
Republic of Korea								1	1	1							1	1		1
Saint Lucia																1				1
Saudi Arabia									1	1	1	1		1	1	1	1	2	2	2
Senegal					1	1	1	1	1	1	1	2			1	1	2	2	3	4

*Cyprus, Malta and Turkey are listed among the developed countries for 1995 only.

TABLE 12
STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
B. BY GROUPING, COUNTRY OF NATIONALITY AND GRADE
(30 JUNE 1995 - 30 JUNE 1998)

Economic Group/Country of Nationality	USG				ASG				D-2				D-1				Total			
	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
Sierra Leone													3	3	2	1	3	3	2	1
Singapore												1	1	2	2	1	1	2	2	2
Somalia													1	1	1	1	1	1	1	1
Sri Lanka				1					1	1	1	1	2	1	1		3	2	2	2
Sudan													1	1	2	1	1	1	2	1
Swaziland																1				1
Thailand													1	1	1	1	1	1	1	1
Togo													1	1	1	1	1	1	1	1
Trinidad and Tobago													1	1		1	1	1		1
Tunisia							1	1	2	2	1	1	4	3	3	2	6	5	5	4
Turkey*	n/a				n/a				n/a	1	1	1	n/a	1	1	2	n/a	2	2	3
Uganda									1		1	1	4	5	3	2	5	5	4	3
United Republic of Tanzania					1						1	1	4	3	2	2	5	3	3	3
Uruguay													2	2	2	2	2	2	2	2
Venezuela								1					1	1	1	1	1	1	1	2
Yemen													2	2	2	1	2	2	2	1
Yugoslavia									1	1	1	1	1	1	1	1	2	2	2	2
Zambia													1	1	1	1	1	1	1	1
Zimbabwe													1	1	1	1	1	1	1	1
Sub-Total	**9**	**11**	**8**	**12**	**10**	**10**	**10**	**11**	**30**	**30**	**26**	**30**	**109**	**108**	**100**	**97**	**158**	**159**	**144**	**150**
Developed Countries																				
Australia											1	1	6	6	6	5	6	6	7	6
Austria													1	2	2	2	1	2	2	2
Belgium									1	1	1	1	1	2	2	3	2	3	3	4
Bulgaria													1				1			
Canada	1	1	1	1							1	1	5	5	4	4	6	6	6	6
Cyprus*		n/a	n/a	n/a	1	n/a	n/a	n/a		n/a	n/a	n/a	3	n/a	n/a	n/a	4	n/a	n/a	n/a
Denmark	1														1	1	1		1	1
Finland									1	2				1	1	1	1	3	1	1
France	2	2	2	2					7	5	4	4	10	10	10	9	19	17	16	15
Germany	1	1	1	2		1	1		3	3	3	3	9	10	11	9	13	15	16	14
Greece													1	1			1	1		

*Cyprus, Malta and Turkey are listed among the developed countries for 1995 only.

TABLE 12

STAFF AT SENIOR LEVELS IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

B. BY GROUPING, COUNTRY OF NATIONALITY AND GRADE

(30 JUNE 1995 - 30 JUNE 1998)

Economic Group/Country of Nationality	USG				ASG				D-2				D-1				Total			
	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98	95	96	97	98
Iceland													2	2	1	1	2	2	1	1
Ireland				1	1	1	1						1	2	3	2	2	3	4	3
Italy	1	1	1	1				1	3	4	4	3	5	6	5	5	9	11	10	10
Japan		1	1	1	1	1		1	1	3	1	2	3	2	3	4	5	7	5	8
Malta*		n/a	n/a	n/a		n/a	n/a	n/a	1	n/a	n/a	n/a	3	n/a	n/a	n/a	4	n/a	n/a	n/a
Netherlands									1	2	2	2	2	2	2	1	3	4	4	3
New Zealand											1	1	3	3	2	2	3	3	3	3
Poland						1			1								1	1		
Romania									1	1	1						1	1	1	
Russian Federation	1	1	1	1					1	1	1	1	9	9	8	8	11	11	10	10
Spain									1	1	1	1	2	1	1	2	3	2	2	3
Sweden	1	1	1	1					1	1	1	2	1	2	2	3	3	4	4	6
Switzerland												1	2	1	1		2	1	1	1
Turkey*		n/a	n/a	n/a		n/a	n/a	n/a	1	n/a	n/a	n/a	1	n/a	n/a	n/a	2	n/a	n/a	n/a
Ukraine									1	1			1	1	1	1	2	2	1	1
United Kingdom of Great Britain and Northern Ireland	1	1	1	1				1	4	3	5	4	14	13	11	11	19	17	17	17
United States of America	2	1	1	1	1	1	2	1	13	13	10	8	32	34	37	38	48	49	50	48
Sub-Total	11	10	10	12	4	5	4	4	42	41	37	35	118	115	114	112	175	171	165	163
Grand-Total	20	21	18	24	14	15	14	15	72	71	63	65	227	223	214	209	333	330	309	313

*Cyprus, Malta and Turkey are listed among the developed countries for 1995 only.

Annex II

Groupings of Member States

A. Groupings by major geographical region

Africa

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Democratic Republic of the Congo
Djibouti
Egypt
Equatorial Guinea
Ethiopia
Eritrea
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zambia
Zimbabwe

Asia and the Pacific

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic People's Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia (Federated States of)
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Palau
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

Eastern Europe

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Georgia
Hungary
Kazakhstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovakia
Slovenia
Tajikistan
The former Yugoslav Republic of Macedonia
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

Western Europe

Andorra
Austria
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands
Norway
Portugal
San Marino
Spain
Sweden
United Kingdom of Great Britain and Northern Ireland

Latin America

Argentina
Bolivia
Brazil
Chile
Columbia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

Middle East

Afghanistan
Bahrain
Cyprus
Iran (Islamic Republic of)
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

North America and the Caribbean

Antigua and Barbuda
Bahamas
Barbados
Belize
Canada
Dominica
Grenada
Guyana
Jamaica
Saint Kitts and Nevis
Saint Lucia
Saint Vincent and the Grenadines
Trinidad and Tobago
United States of America

Best copy available

Others

Palestine
Switzerland
Stateless
Tuvalu

B. Developing and other countries

1. Developing countries

The category "Developing countries" comprises:

(a) All countries in Africa;

(b) All countries in Asia except Australia, Japan and New Zealand;

(c) All countries in Latin America;

(d) All countries in North America and the Caribbean except Canada and the United States of America;

(e) All countries in the Middle East;

(f) Bosnia and Herzegovina, Croatia, Malta, Slovenia, the former Yugoslav Republic of Macedonia, and Yugoslavia.

2. Other countries

The category "Other countries" comprises:

(a) All countries in Western Europe except Malta;

(b) All countries in Eastern Europe except Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia, and Yugoslavia;

(c) Australia, Canada, Japan New Zealand and the United States of America.